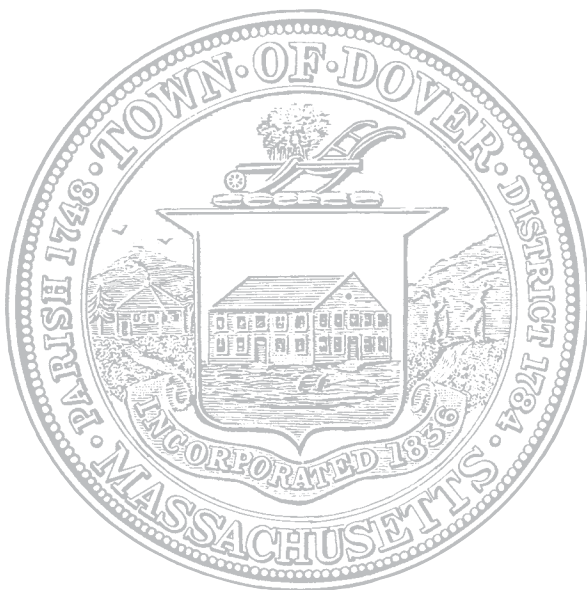


DOVER

185th Town Report

2021



In Memoriam

The Town Report of 2021 recognizes the following individuals who served the Town of Dover with commitment and distinction:

Paul Dalton

Town Garage Building Committee, 1995–97

Joseph C. Devine Jr.

Fire Department and EMT, 1977–90
Caryl Management Advisory Committee, 2012–15

Craig Stephen Hughes

Fire Department, 1975–2020
Deputy Fire Chief, 2013–16
Fire Chief, 2016–20
Highway Department, 1986–2020
Superintendent of Streets, 2004–20

James Jacob “J. J.” Kiser III

Dover School Committee, 1978–84
Dover-Sherborn Regional School Committee, 1984–87

Cover photo: Detail section of the Henry Goodman Vaughan map “Hunting Country of the Norfolk Hunt Club,” published in 1922. Vaughan served as the Norfolk Hunt Club’s Master of Fox Hounds between 1903 and 1933. Map courtesy of Jeannette S. Reynolds.

Table of Contents

In Memoriam.....	iii
Acknowledgments	vii

Information for Citizens

General Information	3
Town Offices Directory	4
Elected Officials	5
Appointed Officials	6

Town Government Reports

Moderator.....	17
Board of Selectmen.....	18
Warrant Committee.....	25
Capital Budget Committee.....	28
Town Clerk.....	31
Annual Town Meeting, Deliberative Session.....	32
Annual Town Meeting, Article 26 Elections	49
Special Town Meeting, Deliberative Session.....	51
Special Town Election	56
Vital Statistics.....	57
Financial Reports	59
Town Treasurer.....	61
Total Gross Wages	62
Treasurer's Cash.....	71
Taxes Outstanding	72
Long Term Debt.....	73
Trust and Investment Fund Balances.....	74
Town Accountant	75
General Government Funds.....	76
OPEB Trust Fund.....	77
General Fund	78
Town Insurance	80
Personnel Board.....	81

Board of Assessors	83
Valuation of the Town.....	83
Amount to Be Raised by Taxation	83
Motor Vehicle Statistics.....	84
Tax Rates	84
Valuation of Property Exempted from Taxation.....	85
Valuation of Exempted Public Property	89
Police Department	92
Summary of Activities	93
Board of Fire Engineers	95
Summary of Activities	97
Emergency Management Department	99

School Reports

Superintendent of Schools	103
Dover School Committee	106
Chickering Elementary School.....	109
Dover-Sherborn Regional School Committee.....	112
Dover-Sherborn Middle School.....	116
Dover-Sherborn High School	119
Dover-Sherborn Community Education.....	131
Public Schools Enrollment.....	134
Dover Public Schools Financial Recapitulation.....	135
Dover-Sherborn Regional School District.....	136
Revenue Summary	136
Expenditure Summary.....	137
Total Gross Wages	138
Minuteman Regional Vocational Technical School Committee	147

Health Reports

Board of Health	153
Water Resource Committee	167
Tick-Borne Disease Committee.....	169
Norfolk County Mosquito Control District	171
Animal Control Officer.....	173
Natick Walpole Visiting Nurse Association	174

Land Use Reports

Planning Board	179
Zoning Board of Appeals.....	183
Highway Department	185
Parks and Recreation Commission	188
Revolving Fund	196
Conservation Commission.....	200
Tree Committee	202
Tree Warden	203
Fence Viewers.....	204
Recycling Committee.....	205
Solid Waste and Recycling Data	208
Inspector of Buildings	210
Inspector of Wiring.....	211
Plumbing and Gas Inspector	212
Open Space Committee	213

Other Town Reports

Town Library	219
Cemetery Commission.....	223
Historical Commission	224
Council on Aging	225
Cultural Council.....	229
Memorial Day Committee	231
Department of Veterans' Services.....	233
Caryl Management Advisory Committee	234
Community Center Building Committee	236
Historical Focus: Norfolk Hunt Club Celebrates 125 Years.....	238

Acknowledgments by the Town Report Committee

Kathy Weld, Chairman
Dee Douglas
Mary Kalamaras
Hadley Reynolds

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 and all contributors for their efforts, especially in light of a continuing pandemic year. We are, as always, 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 wish to thank Tom for many years of excellent customer service and professionalism in helping us produce a quality report, and we wish him well on his retirement.

We greatly encourage residents and nonresidents alike to submit photographs for print consideration and thank everyone who has participated in past years. The *Dover Town Report* would not be the same without your wonderful images of our town and its people. We also welcome comments and suggestions for improving this report. Please contact us at townreport@doverma.gov.



Photo by James Kinneen; courtesy of The Hometown Weekly.

Citizens Volunteer Form

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"/> Recycling Committee |
| <input type="checkbox"/> General Government | <input type="checkbox"/> Conservation Commission |
| <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 _____ |

DOVER

Information for Citizens

2021



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

Jake Auchincloss

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
2021	6,264	4,455	2,160

Town Offices Directory

Dover Town House: 5 Springdale Avenue/PO Box 250, Dover, MA 02030

Town Website: www.doverma.gov

Police and Fire Emergencies: 911

Town House Offices: (508) 785-0032 + ext.

For Fax: (508) 785 + fax number

Office	Ext.	Fax	Hours
Accountant	227		M-Th 9-5; F 9-1
Assessors	241	8134	M-Th 9-5; F 9-1
Board of Health	232	8114	M-Th 9-3; F 9-1
Building Department	225	8114	M-Th 9-4; F 9-1
Wiring Inspector	245	8114	
Building Maintenance	235	2341	M-Th 7-3; F 9-1
Town Clerk	226	2341	M & W 9-3; T & Th 9-4; F 9-1
Conservation Commission	233	8114	M-Th 9-4
IT Manager	247		M-Th 9-5; F 9-1
Municipal Project Manager	247		M-Th 9-5; F 9-1
Planning Board	238	8114	M-Th 9-5; F 9-1
Board of Selectmen	221	2341	M-Th 9-5; F 9-1
Treasurer/Tax Collector	228	0457	M-Th 9-5; F 9-1
Water Department	235	2341	M-Th 7-3; F 9-1

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

	Number	Fax	Hours
Animal Control Officer	1130	0683	
Cemetery Superintendent	0058 (x120)	8115	M-F 7:30-3
Council on Aging	(508) 315-5734		M-Th 9-5; F 9-1
Emergency Management	1130		24 hours
Fire Department (non-emergency)	1130	8122	
Highway Department	0058 (x110)	8115	M-F 7-3:30
Library	8113	0138	M-Th 10-8; F 10-6; Sat 10-4
Parks and Recreation	0476	8123	M-F 9-5
Police Dept. (non-emergency)	1130	0683	
Plumbing Inspector	0032 (x357)		
Schools			
Administration	0036	2239	
Chickering Elementary	0480	9748	
D-S Middle School	0635	0796	
D-S High School	0624	8141	
Community Education	0480 (x2020)	9748	
Minuteman Voc/Tech High School	(781) 861-6500		
Transfer Station	0058 (x110)		W, Sat, Sun 8-3:45
Tree Warden	1130	0683	
Veterans' Agent	(508) 647-6545		

Elected Officials

For 2021–22

	Term Expires		
Moderator		Cemetery Commissioners	
James R. Repetti	2022	Margaret L. Crowley, Chair	2023
Board of Selectmen		Carol A. Jackman	2024
John D. Jeffries, Chair	2022	Mariah Riess	2022
Robyn M. Hunter	2023	Trustees Larrabee and Whiting Estate	
Robert P. Springett	2024	Jonathan P. Fryer, Chair	2024
Town Clerk		Mary C. Crane	2024
Felicia S. Hoffman	2023	Phillip R. Luttazi	2024
Board of Assessors		Constables	
Charles W. Long, Chair	2024	André G. Boudreau	2022
Caroline “Bonnie” Akins	2023	Margaret L. Crowley	2022
Robert G. Cocks Jr.	2022	William R. Herd	2022
Dover School Committee		Planning Board	
Sara R. Gutierrez Dunn, Chair	2023	Carol L. Lisbon, Chair	2024
M. Colleen Burt	2023	Jody B. Shue, Vice Chair	2023
Jeff Cassidy		Scott Freedman	2022
(to fill unexpired term)	2022	Valerie Lin, <i>associate member</i>	2022
Elizabeth Grossman	2024	William Motley	2026
Mark G. Healey	2022	George L. Sidgwick	2025
D-S Regional School Committee		Board of Health	
(Dover members)		Gerald L. Clarke, Chair	2022
Lynn Toney Collins, Vice Chair	2023	Stephen I. Kruskall	2024
Margaret E. W. Charron	2024	Kay M. Petersen	2023
Tracey Mannion	2022	Parks and Recreation Commission	
Library Trustees		Christopher Boland, Chair	2022
Erin E. Rodat-Savla, Co-Chair	2024	Jennifer J. Daman	2023
Amee V. Tejani, Co-Chair	2022	Michael Gilio	2022
Adrian J. Hill	2022	Jennifer James	2024
Peter K. Hoffmann	2023	Eric H. Loeffler	2022
Judith Schulz	2023		
Tracy L. Tobin	2024		

Appointed Officials

For 2021-22

	Term Expires
Appointed by the Selectmen	
Town Administrator	
Christopher M. Dwelley	2023
Town Accountant	
Kathleen LaPlant	2022
Town Counsel	
Anderson & Kreiger, LLP	2022
Treasurer/Collector	
Gerard Lane	2022
Affirmative Action Officer	
Christopher M. Dwelley	2022
Animal Control Officer	
Lorilyn Sallee	2022
Board of Appeals (Zoning)	
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>	2022
Hamilton Hackney, <i>associate member</i>	2022
LaVerne Lovell	2024
Board of Fire Engineers	
J. Ford Spalding, Chair	2023
Kathryn Cannie, <i>to fill unexpired term</i>	2023
James P. Dawley Jr.	2024
Board of Registrars	
Camille Johnston	2023
Michele Keleher	2023
John J. Walsh	2023
Felicia S. Hoffman, <i>ex officio</i>	—
Cable TV Advisor	
(Position open)	
Capital Budget Committee Representative	
Robyn Hunter	2022

	Term Expires
Caryl Management Advisory Committee	
Kathy Weld, Chair	2022
Christopher Boland, <i>Parks and Recreation appointee</i>	2022
Jennifer James	2022
Frankie Liu, <i>resigned October 2021</i>	2022
Robert Springett, <i>Board of Selectmen appointee</i>	2022
Ruth Townsend	2022
Christopher M. Dwelley, <i>ex officio</i>	—
(Positions open, <i>Council on Aging appointee; at-large member</i>)	
Chief of Communications	
Peter A. McGowan	2022
Community Center Building Committee	
Ford Spalding, Chair	
David Billings	—
Luciana Burdi	—
Barry Goldman	—
Dick Malcom	—
Terry Sobolewski	—
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>	
Conservation Commission	
John Sullivan, Chair	2023
Tim Holiner	2023
James A. McLaughlin	2024
Sarah Monaco	2022
Amey Moot	2024
David W. Stapleton	2022
Christy Royer Violin	2022
(Two positions open, <i>associate member</i>)	
Council on Aging	
Camille Johnston, Chair	2022
Robert Cocks	2022
Joanne Connolly, <i>resigned August 2021</i>	2023
Maureen Dilg	2023
Reverend Peter DiSanto	2022
Betty Hagan	2024
Gilbert Thisse	2024
Geraldine Wise, <i>associate member</i>	2022
(Positions open, <i>at-large member; associate member</i>)	

	Term Expires
Cultural Council	
Wendy Gordon, Co-Chair	2023
Judith Schulz, Co-Chair	2023
Denise Auclair	2023
Wendy Bornstein, <i>resigned June 2021</i>	2023
Shashi Chawla	2023
Sarah Kahoun	2023
Lauren Verni	2023
Emergency Management	
Chief Peter A. McGowan, Director	2023
Margaret L. Crowley, Deputy Director	2023
Fence Viewers	
James P. Dawley Jr. (Position open)	2022
Finance Committee on Roads (<i>inactive</i>)	
Forest Warden	
Paul Luttazi, <i>to fill unexpired term</i>	2023
Groundwater Bylaw Enforcement Agents	
Michael Angieri (Position open)	2022
Hazardous Waste Coordinator	
Bob Tosi, <i>to fill unexpired term</i>	2023
Historical Commission	
Stephen Kruskall, Chair	2024
Sierra Bright	2023
Richard Eells	2023
Gene Hornsby	2022
Thomas Johnson	2023
Jane Moore (Position open)	2022
Inspector of Buildings	
Walter Avallone, Commissioner/Inspector of Buildings Zoning Enforcement Officer	2022
Felix Zemel, Local Inspector of Buildings	2022
Inspector of Wiring	
Kevin Malloy, Inspector of Wiring	2022
James Murphy, Alternate Inspector of Wiring	2022

	Term Expires
Inspector of Plumbing and Gas	
James Vaughan, Inspector of Plumbing and Gas	2022
Jeffrey Harris, Alternate Inspector of Plumbing and Gas	2022
Robert Piersak, Second Alternate Inspector of Plumbing and Gas	2022
MBTA Representative (<i>inactive</i>)	
Measurer of Wood and Bark	
John Gilbert	2023
Metropolitan Area Planning Council Representative (<i>including Three Rivers Interlocal Council and Southwest Advisory Planning Committee</i>)	
Courtney Starling	2024
John Jeffries, <i>alternate</i>	2022
MetroWest RTA Representative	
Christopher M. Dwelley	2022
Norfolk County Advisory Board (Position open)	–
Open Space Committee	
Amey Moot, Chair	2022
Mark Adamczyk	2022
Henry Faulkner	2024
Boynton Glidden	2024
Tim Holiner, <i>Conservation Commission appointee</i>	2022
Gregory M. Kahoun	2022
Justine Kent-Uritam	2022
Valerie Lin	2024
Carol Lisbon, <i>Planning Board appointee</i>	2022
Tara Nolan	2023
Connie Sullivan	2023
John Jeffries, <i>Board of Selectmen liaison</i>	2022
Personnel Board	
Mary Carrigan, Chair, <i>Warrant Committee appointee</i>	2022
Juris Alksnitis, <i>Moderator appointee</i>	2023
Sue Geremia	2022
Mary Hornsby	2023
Christopher M. Dwelley, <i>ex officio</i>	
Personnel Rules Ombudsmen	
Katelyn O'Brien, female	2022
Christopher M. Dwelley, male	2022

	Term Expires
Police Department	
Peter A. McGowan, Chief of Police	2023
Nicole Bratcher-Heffernan	2022
Donald Cahill	2022
Jonathan Cash	2022
David Chaisson	2022
Richard Collamore Jr.	2022
Jeffrey Farrell	2022
Katherine Kolodziejczyk	2022
Matthew Lavery	2022
Jared Layman	2022
Edward Maguire	2022
Charles Marscher	2022
Edward Meau	2022
Ryan Menice	2022
Patrick Murphy	2022
Ryan Sullivan	2022
Todd Wilcox	2022
Joseph Woollard	2022
Colin Young	2022
Recycling Committee	
Jennifer Luethy, Chair	2023
Janit Greenwood	2022
Carol Lisbon	2022
Wendy Muellers	2023
Leesa Mullin	2022
Lindsay Nie	2022
Chris Poulsen	2024
Right-to-Know Coordinator	
Bob Tosi, <i>to fill unexpired term</i>	2022
Superintendent of Streets	
Bob Tosi, <i>to fill unexpired term</i>	2022
Surveyor of Lumber	
Richard Malcom	–

	Term Expires
Technology Advisory Board <i>(inactive)</i>	
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 Schools liaison</i>	2021
Robert Springett, <i>Board of Selectmen liaison</i>	2021
Christopher M. Dwelley, <i>ex officio</i>	–
(Position open, <i>IT Coordinator, ex officio</i>)	–
Title VI Nondiscrimination Coordinator	
Katelyn O'Brien	2022
Town Engineer	
Michael J. Angieri	2022
Town Report Committee	
Kathy Weld, Chair	2023
Dee Douglas	2024
Jill French, <i>resigned April 2021</i>	2022
Mary Kalamaras	2022
Hadley Reynolds	2024
(Position open)	
Town Sexton	
Laurence R. Eaton	–
Tree Committee	
John Devine, Chair	2023
John Gilbert	2023
Bob Tosi, <i>to fill unexpired term</i>	2023
Tree Warden and Moth Superintendent	
John Gilbert	2024
Veterans' Grave Officer	
Bill Herd	2023
Veterans' Services	
Paul Carew	2022
Deputy Water Operator	
Geoffrey Brooks, <i>to fill unexpired term</i>	2022

	Term Expires
Appointed by the Moderator	
Warrant Committee	
Robert Andrews, Chair	2024
Andrew Ursitti, Vice Chair	2023
Melissa Herman	2022
Cameron Hudson	2022
Gordon Kinder	2024
Sara C. Kinney	2023
Janet McCormick	2022
Stephen Migausky	2024
Peter Smith	2024
Memorial Day Committee	
Carol Jackman	2022
Chris Jackman	2023
(Position open)	2021
Dover Representative to Minuteman	
J. Ford Spalding	2022
Long Range Planning Committee <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>	–
Personnel Board	
Juris Alksnitis	2023
Appointed by the Assessors	
Town Assessor	
Amy Gow	2022

	Term Expires
Appointed by the Board of Health Term Expires	
Administrative Assistant	
Karen Hayett	–
Agents, Board of Health	
Michael J. Angieri, Septic Agent	2022
Felix Zemel, Well Agent	2022
Natick Walpole Visiting Nurse Association	
Elaine Stephens, Executive Director	2022
Inspector of Animals	
Jennifer Shaw Cronin	2022
Water Resource Committee	
Gerald Clarke, ScD, Chair	2022
Gregory Kahoun	2022
Justine Kent-Uritam	2022
Carol Lisbon	2022
Ronald Myrick Jr.	2022
Robert Zockoff	2022
Tick-Borne Disease Committee	
Stephen Kruskall, MD, Chair	2022
Tim Holiner, <i>Conservation Commission appointee</i>	2022
Matthew Schmid	2022
Jim Palmer, Deer Management Agent	2022
Mike Francis, DMP Representative	2022
Jay Walsh, DMP Representative	2022
Appointed by the Capital Budget Committee	
Capital Budget Committee	
Barry Goldman, Chair	2023
Robert Andrews, <i>Warrant Committee appointee</i>	2022
Cynthia Devall	2024
Robyn Hunter, <i>Board of Selectmen appointee</i>	2022
John Quackenbush	2024
Andrew Ursitti, <i>Warrant Committee appointee</i>	2022
Appointed by the Conservation Commission	
Open Space Committee	
Tim Holiner	2022
Tick-Borne Disease Committee	
Tim Holiner	2022

	Term Expires
Appointed by the Planning Board	
Planning Assistant Susan Hall	–
Land Use Director Courtney Starling	–
Open Space Committee Carol Lisbon	2022
Appointed by the Warrant Committee	
Personnel Board Mary Carrigan	2022
Capital Budget Committee Cameron Hudson	2022
Andrew Ursitti	2022

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

DOVER

Town Government Reports

2021



Report of the Moderator

James R. Repetti

Due to the continuing COVID-19 pandemic, we held our 2021 Annual Town Meeting on a windy Saturday, May 1, outdoors on the Nora Searle Field at the Dover-Sherborn Regional High School. We also held a Special Town Meeting on a very pleasant Saturday, on June 12, in the same location to consider warrant articles regarding the renovation of the Caryl Community Center. Many citizens and friends of Dover helped plan and implement these meetings in a manner designed to reduce the risk for attendees. We are very grateful to Dover resident Dr. Kevin Ban and the Board of Health for their advice in helping us structure the meetings to minimize the health risk for all attendees. Town Clerk Felicia Hoffman again 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 report of the action taken at the meetings, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*.

To some people, our tradition of open town meetings 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 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 vote at Town Meeting, 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 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.

Report of the Board of Selectmen

John D. Jeffries, Chair
Robyn Hunter, Clerk
Robert Springett, Member
Christopher M. Dwelley, Town Administrator

COVID-19 Pandemic

The COVID-19 Preparedness Task Force, formed in 2020, continued to meet regularly during the first half of 2021 to address issues such as testing and vaccine distribution, Annual Town Meeting logistics, election logistics, Council on Aging (COA) and Parks and Recreation programs, and Town building reopening plans. It now meets on an as-needed basis.

Despite pandemic restrictions, Town staff continued to carry out necessary daily tasks and work toward meeting the Town's long-term goals, and we are proud to say that services remained uninterrupted from March 2020 to June 2021, after which Town buildings opened back up to the public for regular business hours.

Personnel Changes

On July 15, 2021, Dover lost a native son—Craig Hughes. A lifelong Dover resident, Craig dedicated his life to serving his beloved town, spending years in both the Highway and Fire Departments, and ultimately ascending to the roles of Highway Superintendent and Fire Chief, respectively. He played an integral part in making Dover the one-of-a-kind community that it is, helping build municipal facilities, ensuring professional and reliable emergency response, and keeping the Town's roads in top condition. Kindhearted and generous, Craig touched the lives of so many with his personal touch and his willingness to lend a hand.

While the pain of losing a friend, neighbor, and colleague never abates, it is reassuring to know that no matter where we are in Dover, there are reminders of Craig. We are happy to have been able to rename the Town's Transfer Station as the Craig S. Hughes Solid Waste Transfer and Recycling Facility, an honor that Craig was able to receive in person at a ceremony held on April 1, 2021.

In 2021, we welcomed four new staff members: Janine Kizik joined the Highway Department in April as a part-time administrative assistant; Kelly Brewer joined the Assessing Department in May as the Assessor's Clerk, replacing Kristin Abraham, who had worked in the Assessing and Accounting offices; John Gerlach was hired in September as a part-time equipment/Transfer Station operator; and Amee Tejani joined the COA as

Program Coordinator, replacing Annemarie Thompson, who had worked as a volunteer coordinator since 2018.

Rooftop Solar Array

This fall, the Selectmen signed a 20-year purchase and lease agreement with Solect Energy to install on the Town Garage a rooftop solar array designed to further the Town's energy and climate goals and reduce greenhouse gas emissions by 233 tons over the duration of the agreement, which is the equivalent of 46 passenger vehicles driven over 530,000 miles in a year. We expect to see a financial savings of approximately \$300,000 over the term of the lease through a combination of reduced building energy costs and direct lease payments to the Town.

Community Center Renovation

After more than two decades of discussions, committee meetings, studies, incremental deferred maintenance projects, and failed proposals both large and small, Dover residents finally came to a conclusion about the future of the Caryl Community Center (formerly Caryl School) in the center of Town.

At the Special Town Meeting held on June 12, 2021, the Community Center Building Committee (CCBC), the fourth building committee to address the Caryl matter, and Fennick McCredie Architecture presented voters with two schematic designs, each offering approximately 18,000 square feet of space at a cost of \$18.9 million. Both options had been culled from many designs considered during the preceding 18 months. Voters overwhelmingly chose the "Save the 1910" option, a hybrid model of renovation and new-build additions.

This major success involved great collaborative effort on the part of many citizens and included an unrelenting information campaign employing every possible communication platform to inform citizens on the progress of the project and to educate them fully on the final two options. We are grateful to all who participated. For more details, please see the CCBC's report on page 236, and the Town Clerk's report on the Special Town Meeting on page 51.

Hale Reservation Conservation

The Hale Reservation Task Force, composed of representatives from Dover, Westwood, and the Hale Reservation, is charged with determining the Town's interest in acquiring a Conservation Restriction (CR), at a cost of \$10 million, which would cover approximately 600 acres of Hale Reservation land located in Dover and owned by Hale Education, Inc. In early 2021, the Task Force hired an appraiser to determine the value of the Hale Reservation land with the CR and at full market value without a CR.

Since the completion of the appraisal in October, the Task Force has been working with Hale Education and outside conservation organizations to structure a potential partnership that would not only permanently protect reservation land, but would also provide an endowment for stewardship to

ensure the Town's access to high-quality facilities and more than 2,300 acres of contiguous open space. In 2022, the Task Force will develop a warrant article to authorize the purchase of either a CR, or the land itself in full-fee interest, or a combination thereof, for consideration at a future Town meeting.

Personnel Management

The Board remains committed to attracting and retaining a professional and talented Town workforce that functions as a team. It hired the Collins Center for Public Management at UMass, Boston, to conduct a compensation study, completed in spring 2021, evaluating the compensation of each position relative to factors such as market data and other comparable towns and positions. Also in the spring, the Board hired D. I. Jacobs Consulting Services to complete a classification study of all nonunion Town positions for accuracy in job descriptions and accompanying compensation levels. A final combined classification and compensation report is expected early in 2022. Any proposed plan will then be reviewed for approval by both the Personnel Board and the Board of Selectmen.

The Board also undertook a complete review and revision of five personnel policies—work hours, personal leave, vacation leave, holiday leave, and sick leave—to ensure that they reflect current practices and comply with state and federal laws. The revisions were also necessary before the Town could begin to implement Harpers Payroll Services' time and attendance software. Both the Personnel Board and the Board of Selectmen plan to approve the revised policies early in 2022.

Beginning in January 2022, the Town will enter into collective bargaining negotiations, led by Selectman Jeffries, with the Local Union 1116 of the Laborers' International Union of North America, AFL-CIO, representing employees in the Highway, Parks and Recreation, and Building Maintenance Departments.

Goals and Objectives

In spring 2021, 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 Fiscal Year 2022 (FY22). In August, the Board and the Town Administrator discussed, identified, and prioritized goals for FY22, which are briefly summarized below and can be accessed in more detail at <https://www.doverma.gov/478/Town-Projects>, where they are regularly updated.

1. **Land use/open space:** Focus on issues concerning water, options for open space, and climate vulnerability; and complete the appraisal of the Hale Reservation property and finalize recommendations.

2. **Long-term financial planning:** Continue to implement best practices and modernization efforts internally; review financial reserve policies; codify the Town's capital spending policy; and partner with Warrant Committee to develop a Free Cash policy.
3. **Government structure:** Continue to support Dover boards and committees with a volunteer handbook and appreciation event; announce civic volunteer opportunities through Town communication channels; develop a community newsletter; have Town boards and committees make annual presentations at BOS meetings; incorporate job elements of the former IT Coordinator position into a new Project Manager position description; create an action plan for DPW implementation; and create a multiyear planning document.
4. **Modernization:** Investigate digital transformation to ensure more efficient and effective Town operations and management; begin phase two of document management and digitization work; and continue to assess website growth and effectiveness.

Communication Initiatives

Throughout 2021, the Selectmen focused on improving the various tools available through the Town's website and social media platforms to communicate with and educate residents on Town matters, as well as on available services, including a well-monitoring dashboard, a COVID-19 dashboard, an online application form for a one-day special liquor license, and an automated open burn permit.

The Town also officially procured a .gov domain (doverma.gov), which is available only to municipal, state, and federal entities and is considered a credible source.

To provide residents with an easier, consolidated way to receive official Town news and information on events, the Board teamed up with resident Ruth Townsend to create Dover's first digital monthly newsletter, *Our Town*, which debuted in November and can be accessed on the Town website at doverma.gov/594/Newsletter.

Other Activities

Throughout 2021, as in the previous year, the Selectmen advanced their ambitious agenda for the IT and Finance Departments, while also addressing ongoing water issues, and building and land space concerns:

Technology: As part of its ongoing efforts to modernize the Town's technology, the Board purchased teleconferencing equipment to outfit the Great Hall and Selectmen's conference room with large touchscreen monitors to facilitate the hybrid meetings that have become the norm in the wake of the COVID-19 pandemic. It also embarked on a four-phase

initiative to switch to an electronic payroll process, partnering with Harpers Payroll Services, its current payroll vendor. The project has required updating personnel rules and regulations to accommodate the new system.

RetroFit Technologies, Inc., completed its modernization tasks, which included upgrading the Town's security systems, backups, switches, and access points; implementing Active Directory (a Microsoft Windows directory service for domain networks); and setting up virtual servers. Working with the IT Department, RetroFit also assisted in cleaning up the Town's main distribution frame (or, MDF, a cable rack that interconnects and manages IT/telecommunications wiring) by installing a new rack and documenting the connections in the Town House.

Lastly, the Town adopted Smartsheets, an online project management tool for goal setting and tracking intended to help Town leadership present and assess the progress of town-wide goals across departments and fiscal years.

Finance: The Board made significant progress on implementing the recommendations outlined in last year's Department of Revenue assessment of its finances and related operations. Work this year focused primarily on creating reserve policies to ensure Dover's overall financial strength while striving to maintain a stable tax rate. On the operational side, all Town departments have been trained to enter accounts payable data through the Town's financial system, thus streamlining the processes and allowing finance staff to focus on other priorities. Additionally, the majority of departments now report payroll data directly through the Town's payroll system, further leveraging new technologies to modernize operations.

Water Resources: The Board continued to work closely with Colonial Water Company (CWC) on water conservation, education, and communication. It also worked with the Massachusetts Department of Environmental Protection (MassDEP) to address the persistent water discoloration being experienced by users. MassDEP issued a corrective action plan requiring CWC to take multiple steps to resolve the issue. The Board hosted a public meeting with MassDEP and CWC in August, which allowed the community to hear about the plan and the remedial actions taken. It also worked with CWC to ensure that residents affected by discolored water received reimbursements for bottled water purchases. The Board thanks State Senator Mike Rush and State Representative Denise Garlick for their quick response and help in dealing with these issues. (Note: On December 1, 2021, the Aquarion Water Company, a subsidiary of Eversource, acquired CWC.)

The Board and Town Administrator formed a Water Resource Task Force, composed of residents and staff, to focus on town-wide, strategic water-resource issues and provide recommendations to ensure that Dover has adequate water resources to meet its future needs. The Task Force immediately created a water resource Web page containing information

about water supply, resources, drought conditions and management, irrigation, and the implementation of the Town's water goals. The site provides water-related updates and is home to the well-monitoring dashboard and the Task Force's "Water Wednesday," a groundwater conservation education campaign with a new theme every week (lawn care, storm-water management, etc.), which is also communicated through the Town's social media channels. Visit www.doverma.gov for up-to-date news and information.

Building and Land Space: In 2021, with new staff coming onboard, the need for office space in the Town House became a top priority. Based on recommendations from the Town House Space Assessment completed by the architecture and engineering firm Symmes, Maini, & McKee Associates (SMMA) in 2020, a team of Town staff members prepared a short-term reconfiguration plan to accommodate future hybrid meetings and better utilize existing space without resorting to major construction. Work completed included two restroom renovations, switching the Board of Health office with the Planning Board office, installing carpeting in the Great Hall to improve acoustics, and adding a more functional boardroom table in the Great Hall for when in-person meetings resume. A long-term reconfiguration proposal is being developed for presentation to staff and residents early in 2022.

In July, the Board contracted with SMMA to manage the replacement of the Town House's exterior windows. In October, it issued an RFP (request for proposal) for replacing the Town House roof, with selection of the winning bid expected early in 2022.

The Board also contracted with attorney William Solomon to create an RFP, issued in July 2021, for the leasing of cell tower space at the site of the Highway Department, and bidding opened in October. The bids submitted by carriers fell within proposed financial thresholds. The Town's wireless service provider consultant and staff are reviewing and finalizing the lease documents for Board approval.

Gifts and Grants

In 2021, 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 \$4,800 from the Sustainable Materials Recovery Program;
- funds totaling \$71,266 for the Police Department's 911 Dispatch Center and Office Training;

- an FY21 Formula Grant from the Massachusetts Executive Office of Elder Affairs for the COA;
- a grant of \$2,687 from the Dover Cultural Council to the Parks and Recreation Commission for a traveling public art display;
- two grants from Beth Israel Deaconess Hospital to the COA: \$1,500 for tents and \$4,000 for grab-and-go meals for seniors;
- a grant of \$500 from Beth Israel Deaconess Hospital to the Parks and Recreation Commission to offset the cost of the Healthy Roster computer application program;
- a grant of \$4,000 from Beth Israel Hospital Needham to the COA to fund food access for seniors—specifically, high risk seniors homebound as a result of COVID-19;
- the donation of a refrigerator from 5 Cranberry Lane for use at the Fire Station; and
- a technical assistance grant of \$15,000 from the Massachusetts Housing Partnership to be used for reviewing the 40B Comprehensive Permit Application.

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 to see just how much was accomplished above and beyond the daily work, even when 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 2021: None.

Report of the Warrant Committee

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

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 the Annual 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 2022 (FY22) budget began in fall 2020 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 2021, 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 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 2021 Annual Town Meeting, the FY22 budget was voted for implementation on July 1, 2021.

The Town's Operating Budget has increased 15% over the past five fiscal years, from an expended appropriation of \$34,097,229 for FY18 to an approved appropriation of \$39,076,793 for FY22. During this same period, the total budget, including capital items and special articles, increased 20%, from \$35,683,446 for FY18 to \$42,754,976 for FY22. Revenues generated through property taxes grew 8%, from \$32,079,980 to \$34,509,180. Total revenue from all sources, excluding Free Cash, increased 5%, from \$37,577,788 to \$39,453,384. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY22 marked the 15th 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 2021 Annual Town Meeting, voters approved a 3% increase in the FY22 Operating Budget (Article 4), for a total of \$39,076,793. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY22 operating budget amount, \$23,223,276, or 68%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 0.2% 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 FY22 Capital Budget (Article 5) of \$1,031,591, as well as \$100,000 for one-time projects, and \$1,900,000 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, 2021; by the Town's reckoning, the balance should be \$10,084,911. The previous certification was \$11,924,091 on July 1, 2020. 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.

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 Mary Kalamaras.

Report of the
Capital Budget Committee

Barry Goldman, Chair
Robert Andrews, Warrant Committee
Cynthia Devall
Robyn Hunter, Board of Selectmen
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 sought information from all Town departments and the DSRSC as to their current and projected capital needs. The Committee then thoroughly reviewed and examined each request to ensure that its recommendations to voters were based on accurate and complete information. The Regional Schools and Chickering Elementary School use a capital cost estimating service, 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 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 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 2021, work began on another highly efficient energy-related project that was approved in 2020: the replacement of 71 Town House windows originally installed in 1923. This work is expected to result in substantial improvements in building energy use and comfort.

The Committee prepared its Fiscal Year 2022 Capital Budget recommendations during fall 2020 and winter 2021. In March 2021, it approved a recommendation for Article 5 expenditures totaling \$1,031,591, as follows:

Cemetery Commission

Tractor \$15,000

Fire and Ambulance

Extrication equipment \$19,156
Direct diesel exhaust capture system \$88,935

Police Department

Portable radios \$75,000

School Department: Chickering School

Flooring	\$80,000
Cold water booster system	\$15,500

Board of Selectmen

Town House: New roof	\$700,000
Protective Agencies Building: Fire alarm	\$38,000

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.



Town House; courtesy of the Town of Dover.

Report of the **Town Clerk**

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

The following reports appear on pages 32–59:*

- **Annual Town Meeting, Deliberative Session**, May 1, 2021
- **Annual Town Meeting, Article 26 Elections**, May 17, 2021
- **Special Town Meeting, Deliberative Session**, June 12, 2021
- **Special Town Election**, June 21, 2021
- **Vital Statistics for the Calendar Year 2021**
- **Financial Reports for the Calendar Year 2021**

* The Town of Dover did not hold the its annual Caucus in 2021.

Annual Town Meeting

Deliberative Session
May 1, 2021

The Annual Town Meeting was held at the Nora Searle Field at the Dover-Sherborn Regional High School in Dover on May 1, 2021. The meeting was duly called to order by Moderator James Repetti at 10:08 a.m., and held pursuant to the Warrant therefore issued by the Selectmen on the 27th day of February, 2021, and duly served in accordance with Town of Dover Bylaws, at which meeting a quorum was present, reduced as permitted pursuant to the Order of the Superior Court dated June 3, 2020, and Chapter 92 of the Acts of 2020, and voting.

Mr. Repetti brought the meeting to order, and stated that the meeting would be conducted as expeditiously as possible due to COVID-19 concerns. Mr. Repetti then recognized Mr. Kinder for a motion governing the conduct of the meeting.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews 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 an electronic vote and passed 69 (yes), 3 (no). The Moderator then began the process of going through the Warrant.

ARTICLE 1. Committee Reports (Board of Selectmen)

To hear and act on the various reports of the various committees: (a) as contained in the printed 2020 Annual Report; and (b) any other reports submitted to the voters by the Town Committees.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the reading of the various reports by the Town Clerk be waived and the reports be accepted and placed on file.

Vote: The motion was put to an electronic vote and passed 69 (yes), 1 (no).

ARTICLE 2. Salaries for Elected Officials (Board of Selectmen)

To see if the Town will set the salaries for its elected officials for the ensuing fiscal year; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews 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	\$81,764
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 an electronic vote and passed 67 (yes), 4 (no).



Photo by David W. Stapleton.

ARTICLE 3.

Revolving Funds (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 2022:

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	\$4,000

or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews 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	\$4,000

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 an electronic vote and passed 76 (yes), 1 (no).

ARTICLE 4.

Operating Budget (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.

	FY21 Approved	FY22 Requested	FY21/FY22 % Change
<u>General Government</u>			
301 Moderator	\$0	\$0	0.0
131 Warrant Committee	7,680	7,680	0.0
132 Reserve Fund	0	250,000	0.0
122 Selectmen			
Salaries	412,813	423,306	2.5
Expenses	97,220	141,955	46.0
Totals	510,033	565,261	10.8
192 Town House Expenses	56,056	56,056	0.0
191 Whiting Road	4,000	4,000	0.0
193 Caryl Community Center	86,484	86,484	0.0
199 Building Maintenance			
Salaries	217,823	221,979	1.9
Expenses	125,300	125,300	0.0
Totals	343,123	347,279	1.2
129 Copy/Postage	28,840	26,840	(6.9)
151 Law	200,000	200,000	0.0
135 Town Accountant			
Salaries	192,587	209,775	8.9
Expenses	49,360	32,300	(34.6)
Totals	241,947	242,075	0.1
141 Assessor			
Salaries	145,895	155,436	6.5
Expenses	35,965	39,345	9.4
Totals	181,860	194,781	7.1
145 Treasurer/Collector			
Salaries	217,626	226,160	3.9
Expenses	44,775	52,365	17.0
Totals	262,401	278,525	6.1

	FY21 Approved	FY22 Requested	FY21/FY22 % Change
155 Data Processing			
Salaries	\$51,815	\$51,831	0.0
Expenses	159,213	168,772	6.0
Totals	211,028	220,603	4.5
161 Town Clerk			
Salaries	78,034	81,764	4.8
Expenses	10,960	11,125	1.5
Totals	88,994	92,889	4.4
162 Election/Registration			
Salaries	36,865	36,738	(0.3)
Expenses	25,873	24,270	(6.2)
Totals	62,738	61,008	(2.8)
175 Planning Board			
Salaries	37,088	126,171	240.2
Expenses	71,082	9,160	(87.1)
Totals	108,170	135,331	25.1
411 Engineering			
Salaries	23,384	27,690	18.4
Expenses: Selectmen	65,670	65,670	0.0
Expenses: Planning Board	0	0	0.0
Totals	89,054	93,360	4.8
General Government Totals	\$2,482,408	2,862,172	15.3
<u>Protection of Persons and Property</u>			
201 Police			
Salaries	1,959,229	2,002,839	2.2
Expenses	117,850	130,655	10.9
Out-of-State Travel	3,000	3,000	0.0
Totals	2,080,079	2,136,494	2.7
299 Protective Agencies Building	79,023	79,523	0.6
292 Animal Control			
Salaries	18,148	18,422	1.5
Expenses	6,500	7,250	11.5
Totals	24,648	25,672	4.2
220 Fire			
Salaries	515,502	525,428	1.9
Expenses	94,250	94,250	0.0
Totals	609,752	619,708	1.6
231 Ambulance			
Salaries	165,367	168,701	2.0
Expenses	66,307	66,307	0.0
Totals	231,674	235,008	1.4
241 Building Inspector			
Salaries	139,005	157,224	15.3
Expenses	4,650	5,550	19.4
Totals	143,655	162,774	13.3

	FY21 Approved	FY22 Requested	FY21/FY22 % Change
291 Emergency Management			
Salaries	\$202	\$202	0.0
Expenses	400	400	0.0
Totals	602	602	0.0
171 Conservation Commission			
Salaries	39,452	48,438	22.8
Expenses	65,695	80,695	22.8
Totals	105,147	129,133	22.8
176 Board of Appeals			
Salaries	2,834	2,891	2.0
Expenses	1,450	1,450	0.0
Totals	4,284	4,341	1.3
294 Care of Trees			
Salaries	10,258	10,463	2.0
Expenses	102,640	102,640	0.0
Totals	112,898	113,103	0.2
295 Tree Committee	2,500	2,500	0.0
Protection of Persons and Property Totals	\$3,394,262	\$3,508,858	3.4
<u>Health and Sanitation</u>			
433 Garbage Disposal	0	0	0.0
439 Solid Waste			
Salaries	95,179	96,904	1.8
Expenses	276,051	277,451	0.5
Totals	371,230	374,355	0.8
450 Town Water			
Salaries	7,708	7,846	1.8
Expenses	21,500	22,000	2.3
Totals	29,208	29,846	2.2
519 Board of Health			
Salaries	57,609	85,116	47.7
Expenses	48,527	57,849	19.2
Totals	106,136	142,965	34.7
Health and Sanitation Totals	\$506,574	\$547,166	8.0
<u>Highway and Bridges</u>			
422 Maintenance			
Salaries	537,139	541,547	0.8
Expenses	287,067	277,067	(3.5)
Totals	824,206	818,614	(0.7)
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

	FY21 Approved	FY22 Requested	FY21/FY22 % Change
424 Street Lighting	\$8,889	\$8,899	0.1
425 Town Garage	71,308	71,308	0.0
428 Tarvia/Patching	275,000	275,000	0.0
Highway and Bridges Totals	\$1,599,403	\$1,593,821	(0.3)
<u>Other Public Agencies</u>			
194 Energy Coordinator	0	0	0.0
491 Cemetery			
Salaries	94,624	96,533	2.0
Expenses	30,735	30,735	0.0
Totals	125,359	127,268	1.5
541 Council on Aging			
Salaries	160,566	167,922	4.6
Expenses	47,340	48,550	2.6
Totals	207,906	216,472	4.1
610 Library			
Salaries	534,574	598,519	12
Expenses	206,407	205,311	(0.5)
Totals	740,981	803,830	8.5
650 Park and Recreation			
Salaries	357,162	369,574	3.5
Expenses	84,800	84,800	0.0
Totals	441,962	454,374	2.8
Other Public Agencies Totals	\$1,516,208	\$1,601,944	5.7
<u>Unclassified Services</u>			
152 Personnel Committee	0	0	0.0
178 Dover Housing Partnership	0	0	0.0
195 Town Report	6,000	6,125	2.1
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
Unclassified Services Totals	\$12,250	\$12,375	1.0
<u>Insurance</u>			
912 Workers Compensation	112,898	118,543	5.0
914 Group Insurance	2,602,971	2,733,120	5.0
916 Medicare/FICA	196,225	190,000	(3.2)
950 Other Insurance	195,308	205,073	5.0
Insurance Subtotals	\$3,107,402	\$3,246,735	4.5
<u>Pensions</u>			
911 Norfolk County Retirement	1,522,061	1,476,817	(3.0)
Insurance/Pensions Totals	\$4,629,463	\$4,723,552	2.0

	FY21 Approved	FY22 Requested	FY21/FY22 % Change
<u>Schools</u>			
600 Dover School Operating	\$10,372,691	\$10,369,665	0.0
601 Dover's Share Regional			
Operating Assessment	12,188,034	12,206,021	0.1
Debt Assessment	519,135	487,071	(6.2)
Totals	12,707,169	12,693,092	(0.1)
602 Minuteman Vocational	137,416	206,298	50.1
604 Norfolk County			
Agricultural High School	6,000	6,000	0.0
Schools Totals	\$23,223,276	\$23,275,055	0.2
<u>Maturing Debt and Interest</u>			
710 Maturing Debt Principal	995,200	820,000	(17.6)
751 Maturing Debt Interest	132,225	127,850	(2.6)
759 Bank Charges	4,000	4,000	0.0
Debt and Interest Totals	\$1,130,425	\$951,850	(15.8)

TOWN BUDGET

GRAND TOTALS \$38,494,269 \$39,076,793 1.5

Vote: The motion was put to an electronic vote and passed 76 (yes), 2 (no).

ARTICLE 5.

Capital Budget (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. Cemetery Commission
 - a. Mower
2. Fire Department
 - a. Exhaust capture system
 - b. Extrication equipment
3. Police Department
 - a. Upgrade portable radios
4. Schools (Chickering)
 - a. Cold water booster system
 - b. Floors, classrooms, and administration offices
5. Board of Selectmen
 - a. Town House roof
 - b. Protective Agencies fire alarm

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews 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.

1. Cemetery Commission	
a. Mower	\$15,000
2. Fire Department	
a. Exhaust capture system	\$88,935
b. Extrication equipment	\$19,156
3. Police Department	
a. Upgrade portable radios	\$75,000
4. Schools (Chickering)	
a. Cold water booster system	\$15,500
b. Floors, classrooms, and administration offices	\$80,000
5. Board of Selectmen	
a. Town House roof (from Free Cash)	\$700,000
b. Protective Agencies fire alarm	\$38,000

A hold was placed on Line Item 5a (Town House roof).

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the sum of \$700,000 be taken from Free Cash to replace the Town House roof.

Vote: The motion was put to an electronic vote, and passed 58 (yes), 18 (no).

Vote: The main motion was put to an electronic vote, and passed 72 (yes), 2 (no).

A Consent Agenda Motion (to vote to approve Articles 6, 7, 8 and 9, all of which are recurring) was read:

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that Articles 6, 7, 8 and 9 be called over by the Moderator, and, if no objection is made, that the Town vote to approve them.

Vote: The motion was put to an electronic vote, and passed 71 (yes), 1 (no).

ARTICLE 6.

Unemployment Compensation (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. Kinder and seconded by Mr. Andrews that the Town raise and appropriate the sum of \$10,000 for the Unemployment Compensation Fund.

Vote: The motion was put to an electronic vote and passed 71 (yes), 1 (no).

ARTICLE 7.

Sick Leave for Police Officers (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. Kinder and seconded by Mr. Andrews that the Town raise and appropriate the amount of \$10,000 for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984.

Vote: The motion was put to an electronic vote and passed 71 (yes), 1 (no).

ARTICLE 8.

Road Construction/Improvements (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. Kinder and seconded by Mr. Andrews 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 an electronic vote and passed 71 (yes), 1 (no).

ARTICLE 9.

Conservation Fund (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. Kinder and seconded by Mr. Andrews that the Town raise and appropriate the sum of \$25,000 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.

Vote: The motion was put to an electronic vote and passed 71 (yes), 1 (no).

ARTICLE 10.

Capital Stabilization Fund (Board of Selectmen)

To see if the Town will vote to create a Capital Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws for the purposes of funding capital projects or the debt service related to capital projects; to raise and appropriate a sum of money to a Capital Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws; and 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. Kinder and seconded by Mr. Andrews that the Town vote to create a Capital Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws for the purposes of funding capital projects or to pay the debt service related to capital projects, and further to appropriate \$600,000 from Free Cash for this purpose.

Vote: The motion was put to an electronic vote and passed 64 (yes), 13 (no).

A Consent Agenda Motion (to vote to dismiss Articles 11, 14 and 15, for which the sponsors no longer have an interest was read:

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that Articles 11, 14, and 15 be called over by the Moderator, and, if no objection is made, that the Town vote to dismiss them.

Vote: The motion was put to an electronic vote, and passed 74 (yes), 3 (no).

ARTICLE 11.

Regional School District Expenditures (Dover-Sherborn Regional School)

To see if the Town will vote to raise and appropriate a sum of money for the purpose of paying the costs of various items of capital equipment and/or improvements, including the payment of all costs incidental and related thereto, pursuant to an intergovernmental agreement with the Dover-Sherborn Regional School District and the Town of Sherborn to provide funding for such items; 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. Kinder and seconded by Mr. Andrews to dismiss Article 11.

Vote: The motion was put to an electronic vote and passed 74 (yes), 3 (no).

ARTICLE 12.

One-Time Projects (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; and to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods:

1. Long-Range Water Resources Assessment	\$100,000
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or take any other action relative thereto.

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

1. Long-Range Water Resources Assessment	\$100,000
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Vote: The motion was put to an electronic vote and passed 72 (yes), 4 (no).

ARTICLE 13.

Unpaid Bills (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. Kinder and seconded by Mr. Andrews that the sum of \$1,591.19 be transferred from Free Cash for the purpose of paying the following unpaid bills: Cintas, \$73.78 (Highway Department) and LHS Associates, \$1,517.41 (Elections/Registration).

Vote: The motion was put to an electronic vote and passed 74 (yes), 1 (no).

ARTICLE 14.

Article 3 of 2020 Town Meeting (Warrant Committee)

To see if the Town will make supplemental appropriations to be used in conjunction with money appropriated under Article 3 of the Warrant for the 2020 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2021 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. Kinder and seconded by Mr. Andrews that Article 14 be dismissed.

Vote: The motion was put to an electronic vote and passed 74 (yes), 3 (no).

ARTICLE 15.

Zoning Bylaw (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. Kinder and seconded by Mr. Andrews that Article 15 be dismissed.

Vote: The motion was put to an electronic vote and passed 74 (yes), 3 (no).

A Consent Agenda Motion (to vote to approve Articles 16 and 17) was read:

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that Articles 16 and 17 be called over by the Moderator, and, if no objection is made, that the Town vote to approve them.

Vote: The motion was put to an electronic vote and passed 71 (yes), 5 (no).

ARTICLE 16.

Tax Deferral for Seniors (Board of Assessors)

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

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town vote to reduce the current rate of interest that accrues on property tax deferrals under Massachusetts General Laws Chapter 59, Section 5, Clause 41A from eight percent (8%) to four percent (4%) per year beginning in Fiscal Year 2022.

Vote: The motion was put to an electronic vote and passed 71 (yes), 5 (no).

ARTICLE 17.

Property Tax Exemption (Board of Assessors)

To see if the Town will vote to increase the current amounts for property tax exemptions under Massachusetts General Laws Chapter 59, Section 5, Clause 41C 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. Kinder and seconded by Mr. Andrews the Town vote to increase the current amount for property tax exemptions under Massachusetts General Laws Chapter 59, Section 5, Clause 41C from a maximum of \$1,000 to a maximum of \$2,000 beginning in Fiscal Year 2022.

Vote: The motion was put to an electronic vote and passed 71 (yes), 5 (no).

ARTICLE 18.

Elderly/Disabled Taxation Fund (Board of Selectmen)

To see if the Town will vote to accept Massachusetts General Law Chapter 60, Section 3D; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town vote to accept the provisions of Massachusetts General Law Chapter 60, Section 3D.

Vote: The motion was put to an electronic vote and passed 68 (yes), 7 (no).

ARTICLE 19.

OPEB Trust Fund (Board of Selectmen)

To see if the Town will vote to:

1. accept the provisions of Chapter 32B, Section 20 of the Massachusetts General Laws to reestablish its Other Post-Retirement Benefits Liability Trust Fund (“OPEB Trust Fund”), into which the Town may appropriate funds to offset the anticipated cost of premium payments for or direct payments to be made to retired employees, and eligible spouses or dependents of deceased employees of the Town;
2. designate the custodian of the OPEB Trust Fund to be the Town Treasurer; and
3. require the OPEB Trust Funds be invested by the custodian pursuant to the prudent investor rule established in Chapter 203C of the Massachusetts General Laws;

or take any action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town vote to accept Massachusetts General Law Chapter 32, Section 20 to reestablish an Other Post-Employment Benefits Liability

Trust Fund (“OPEB Trust Fund”), effective immediately; to designate the Town Treasurer as the Custodian-Trustee of the OPEB Trust Fund; to authorize the Custodian-Trustee to employ reputable and knowledgeable investment consultants to assist in determining appropriate investments and pay for those services from the OPEB Trust Fund; and to authorize the Custodian-Trustee to invest monies in the OPEB Trust Fund under the prudent investor rule established in Chapter 203C of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed 72 (yes), 3 (no).

ARTICLE 20.

General Bylaws: Cemeteries (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. Kinder and seconded by Mr. Andrews that the Town vote to amend Chapter 92 of the General Bylaws of the Town of Dover, as set forth in the hand-out to Town Meeting and the text on file with the Town Clerk.

Vote: The motion was put to an electronic vote and passed 76 (yes), 1 (no).

ARTICLE 21.

PILOT Agreement (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 taxes (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. Kinder and seconded by Mr. Andrews that the Town authorize the Board of Selectmen and the Board of Assessors, pursuant to the provisions of Chapter 59, Section 38H of the Massachusetts General Laws, to negotiate and enter into a payment in lieu of taxes (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.

Vote: The motion was put to an electronic vote and passed 68 (yes), 9 (no).

ARTICLE 22.

General Bylaws: Animals (Board of Selectmen)

To see if the Town will vote to amend Chapter 83 (Animals) of the General Bylaws of the Town of Dover for the purpose of updating the chapter and conforming to Massachusetts General Laws Chapter 140, with all changes as shown in a document on file in the Office of the Town Clerk, and further that non-substantive 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. Kinder and seconded by Mr. Andrews that the Town amend Chapter 83 (Animals) of the General Bylaws of the Town of Dover for the purpose of updating the chapter and conforming to Massachusetts General Laws Chapter 140, with all changes as shown in a text on file in the Office of the Town Clerk, and further that non-substantive 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.

Vote: The motion was put to an electronic vote and passed 72 (yes), 2 (no).

ARTICLE 23.

Lease Authorization (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to enter into leases, not to exceed thirty (30) years, with personal wireless service providers for the installation and operation of personal wireless service antennas, including associated equipment, on the Highway Garage cell tower located at 2 Dedham Street; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town vote to authorize the Board of Selectmen to enter into lease agreements with one or more wireless communications providers for wireless communications facilities and related equipment for a period of time not to exceed thirty (30) years on the Town’s Highway Garage parcel at 2 Dedham Street.

Vote: The motion was put to an electronic vote and passed 68 (yes), 8 (no).

ARTICLE 24.

Stagecoach Lane (Citizens’ Petition)

To see if the Town will vote to accept Stagecoach Lane as an 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. Kinder and seconded by Mr. Andrews that the Town vote to establish as a public way and accept the layout of Stagecoach Lane as laid out by the Board of Selectmen and shown on a plan by GLM Engineering Construction, Inc., dated June 18, 2019, on file with the Town Clerk, and to authorize the Selectmen to acquire by

purchase, gift or eminent domain any fee, easement or other interest in land necessary therefore; provided, however, that such acceptance and authorization is contingent upon the Calumet Corporation entering into and complying with the terms of a maintenance agreement with the Town concerning the stormwater systems within Stagecoach Lane.

Vote: The motion was put to an electronic vote and passed 61 (yes), 16 (no).

ARTICLE 25.
Tax Rate Stabilization (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. Kinder and seconded by Mr. Andrews that the Town transfer the sum of \$1,900,000 from Free Cash for the purpose of reducing the Fiscal Year 2022 Tax Rate and that the Board of Assessors be authorized to use the same amount to reduce the tax rate for FY2022.

Motion: It was moved by Ms. Akins and seconded by Mr. Long to amend the main motion to increase the amount of Free Cash to \$2,600,000 to reduce the tax rate for FY2022.

Motion: A motion was made and seconded from the floor to move the question.

Vote: The motion to move the question was put to an electronic vote and passed 66 (yes), 9 (no).

Vote: The amended motion was put to a vote and failed 31 (yes), 45 (no).

Vote: The main motion was put to an electronic vote and passed 71 (yes), 5 (no).

Motion: At 11:42 a.m., it was moved by Mr. Kinder and seconded by Mr. Andrews to dismiss the meeting.

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

Annual Town Meeting

Article 26 Elections
May 17, 2021

Pursuant to the Warrant given under the hands of the Selectmen on the 15th day of April 2021, the Annual Town Election was held on May 17, 2021. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Town Clerk Felicia S. Hoffman declared the polls open at 7 a.m.

At 8 p.m., Ms. Hoffman declared the polls closed. A total of 1,045 ballots had been cast. At 8:08 p.m., the unofficial results were posted. The official counts are as follows:

Moderator (1 year)	
(Vote for one)	
James R. Repetti	818
Write-ins	5
Blanks	222

Selectman (3 years)	
(Vote for one)	
Robert P. Springett	716
Write-ins	8
Blanks	321

Assessor (3 years)	
(Vote for one)	
Charles W. Long	759
Write-ins	1
Blanks	285

Dover School Committee (3 years)	
(Vote for one)	
Elizabeth D. Grossman	712
Write-ins	19
Blanks	314

D-S Regional School Committee (1 year)	
(Vote for one)	
Write-ins	523
Blanks	522
Highest write-in vote count	
Tracey Mannion	140

D-S Regional School Committee (3 years)

(Vote for one)

Margaret E. W. Charron	492
Stephanie Kube	108
Carolyn N. Malloy	432
Write-ins	0
Blanks	13

Library Trustee (3 years)

(Vote for two)

Erin E. Rodat-Savla	703
Tracy L. Tobin	717
Write-ins	1
Blanks	669

Cemetery Commission (3 years)

(Vote for one)

Carol A. Jackman	737
Write-ins	1
Blanks	307

Planning Board Associate (2 years)

(Vote for one)

Scott A. Freedman	713
Write-ins	2
Blanks	330

Planning Board (5 years)

(Vote for one)

William C. Motley	743
Write-ins	2
Blanks	300

Board of Health (3 years)

(Vote for one)

Stephen I. Kruskall	725
Write-ins	4
Blanks	316

Park and Recreation Commission (3 years)

(Vote for two)

Jennifer James	727
Write-ins	92
Blanks	1,271

Highest write-in vote count:

Richard Cullen	39
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Special Town Meeting

Deliberative Session

June 12, 2021

Pursuant to the Warrant given under the hands of the Selectmen on May 6, 2021, Moderator James Repetti called the Special Town Meeting of the Town of Dover to order on June 12, 2021 at 10:16 a.m., at the Nora Searle Field at the Dover-Sherborn Regional High School in Dover. A quorum was present. The reading of the Constable's Return of Service was waived.

Mr. Repetti introduced those sitting on the stage: Town Administrator Christopher Dwelley; Selectmen Robert Springett, Robyn Hunter, and John Jeffries; Town Clerk Felicia Hoffman; Assistant Town Moderator David Haviland, Town Counsel Nina Pickering-Cook; and Warrant Committee members Rob Andrews (Chair), Andrew Ursitti (Co-chair), Gordon Kinder, Cameron Hudson, Melissa Herman, Sara Cadena Kinney, Steve Migausky, Peter Smith, and Janet McCormick. Mr. Repetti remarked that the conduct of meeting is based upon a combination of statute, bylaw, custom, and the Moderator's discretion. *Town Meeting Time*, compiled by the Massachusetts Moderator's Association, is used as a parliamentary reference. He reviewed some common Town Meeting motions and terms and encouraged those in attendance to ask for clarification if they were confused about a motion or a vote before them.

Mr. Repetti said he would state the subject matter of each warrant article, and that an electronic voting system would be used. On the response card provided to each registered voter, number 1 would indicate a yes vote, and 2 would indicate a no vote. If a motion to dismiss was placed on the meeting floor, discussion would be limited to the dismissal of the article and not the merits of the article. Mr. Repetti encouraged brevity in remarks and reminded the meeting attendees that he would try to maintain a balance between moving the agenda along and ensuring that all who had something to contribute were given the opportunity to do so. Mr. Repetti requested a moment of silence to honor those who are currently serving our country and putting themselves in harm's way to preserve our freedoms. He then requested that all rise and join in the recitation of the Pledge of Allegiance. Mr. Repetti then recognized Mr. Kinder for a motion governing the conduct of the meeting.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews 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 an electronic vote and passed 294 (yes), 13 (no). Mr. Repetti stated that the Caryl Community Center Committee recommendations would be presented by Ford Spalding, who would like to have Town Administrator Chris Dwelley, and the architect Jon Richardson join him in presenting. This request would require Town Meeting approval. Mr. Repetti asked for a voice vote for this permission.

Vote: A voice vote was taken and passed unanimously.

After those presentations, the meeting would then consider the motions and open the floor for citizen comments and questions.

Mr. Repetti then began the process of going through the Warrant.

ARTICLE 1.

Caryl Community Center (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to undertake a renovation of the existing Caryl Community Center, including design and construction, on such terms and conditions as the Selectmen deem appropriate; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town vote to authorize the Board of Selectmen to undertake a renovation of the existing Caryl Community Center, including design and construction, on such terms and conditions as the Selectmen deem appropriate.

After discussion, a motion was made from the floor.

Motion: It was moved by Brad Paster and seconded by Jay Allen to move the question.

Vote: The motion was put to an electronic vote and passed 353 (yes), 41 (no).

Vote: The main motion was put to an electronic vote and passed 309 (yes), 78 (no).

ARTICLE 2.

Caryl Community Center (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to demolish the existing Caryl Community Center and to undertake the design and construction of a new Caryl Community Center to be located at 4 Springdale Avenue in Dover on such terms and conditions as the Selectmen deem appropriate; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that Article 2 be dismissed.

Vote: The motion was put to an electronic vote and passed 349 (yes), 34 (no).

ARTICLE 3.

Caryl Community Center Project (Board of Selectmen)

To see if the Town will vote to raise and appropriate a sum of money to be expended by the Board of Selectmen for the purpose of the design and construction of the Caryl Community Center as approved by the Special Town Meeting held on June 12, 2021, including all costs incidental and related thereto; to determine whether the approval of any borrowing for this purpose shall be contingent upon passage of a Proposition 2½ debt exclusion referendum under Chapter 59, Section 21C(k) of the Massachusetts General Laws; to determine whether any premium received by the Town upon the sale of any bonds or notes approved by the vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that the Town appropriate a sum of \$18,000,000 to be expended by the Board of Selectmen for the purpose of the design and construction of the Caryl Community Center as approved by the Special Town Meeting held on June 12, 2021, including all costs incidental and related thereto; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow said sum under Chapter 44, Section 7(1) of the Massachusetts General Laws or any other enabling authority; that the Board of Selectmen is authorized to contract for and expend any federal or state aid available for the project; and that the Board of Selectmen is authorized to take any other action necessary or convenient to carry out this project; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by Chapter 59, Section 21C of the Massachusetts General Laws (Proposition 2½) amounts required to pay the principal of and interest on the borrowing authorized by this vote as set forth on the ballot for the June 21, 2021, election; and further that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Motion: A motion to amend the main motion was made by Richelle Nessleralla of 148 Walpole Street and seconded by Adam Goodliss of 21 Whiting Road.

Motion: It was moved by Richelle Nessleralla and seconded by Adam Goodliss to amend the third warrant article so that the appropriation be increased by an amount up to \$5,000,000 to a total of \$23,000,000 for

the purpose of including a community swimming pool in the renovation of the Caryl Community Center and that such appropriation be funded with borrowing as proposed in Article 3.

Vote: The amendment was put to an electronic vote, and was defeated 99 (yes), 279 (no).

Motion: A motion was made by Jay Allen of 1 Old Farm Road and seconded by Larry Schwartz of 22 Greystone Road to move the question.

Vote: The motion was put to an electronic vote and passed 370 (yes), 9 (no).

Motion: The main motion was put to an electronic vote and passed 354 (yes), 34 (no), which was more than the two-thirds vote required.

A presentation regarding Article 4 was made by Chris Boland, Chair of the Parks and Recreation Committee. The Warrant Committee made a statement of agreement of this article.

ARTICLE 4.

Caryl Community Center Project (Park and Recreation Commission)

To see if the Town will vote to raise and appropriate a sum of money to be expended by the Board of Selectmen for the purpose of including in the design and construction or renovation of the Caryl Community Center a designated space for the Park and Recreation Department of the Town of at least 3,500 square feet, including all costs incidental and related thereto; to determine whether the approval of any borrowing for this purpose shall be contingent upon passage of a Proposition 2½ debt exclusion referendum under Chapter 59, Section 21C(k) of the Massachusetts General Laws; to determine whether any premium received by the Town upon the sale of any bonds or notes approved by the vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any other action relative thereto.

Motion: It was moved by Mr. Boland and seconded by Ms. James that the Town appropriate a sum of \$850,000 to be expended by the Board of Selectmen for the purpose of including in the design and construction or renovation of the Caryl Community Center approved by the Special Town Meeting held on June 12, 2021, a designated space for the Park and Recreation Department of the Town of at least 3,500 square feet, including all costs incidental and related thereto; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow said sum under Chapter 44, Section 7(1) of the Massachusetts General Laws or any other enabling authority; that the Board of Selectmen is authorized to contract for and expend any federal or state aid available for the project; and that the Board of Selectmen is authorized to take any

other action necessary or convenient to carry out this project; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by Chapter 59, Section 21C of the Massachusetts General Laws (Proposition 2½) amounts required to pay the principal of and interest on the borrowing authorized by this vote as set forth on the ballot for the June 21, 2021, election; and further that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Vote: The motion was put to an electronic vote and passed 334 (yes), 28 (no), more than the needed two-thirds vote for this article.

ARTICLE 5.

Caryl Community Center Project (Citizens' Petition)

To see if the Town will vote to raise and appropriate a sum of money to be expended by the Board of Selectmen for the purpose of including in the design and construction or renovation of the Caryl Community Center a designated area for a preschool program, to be procured pursuant to Chapter 30B of the Massachusetts General Laws, occupying an area of approximately 3,800 square feet plus access to adjacent outdoor space of approximately 5,000 square feet including all costs 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; and to provide that, in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, the premium received by the Town upon the sale of any bonds or notes hereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that Article 5 be dismissed.

Vote: A voice vote was taken and passed unanimously.

Motion: It was moved by Mr. Kinder and seconded by Mr. Andrews that this meeting be dissolved.

Vote: A voice vote was taken and passed unanimously.

Special Town Election

June 21, 2021

Pursuant to the Warrant given under the hands of the Selectmen on the 6th day of May 2021, the Special Town Election was held on June 21, 2021. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Town Clerk Felicia S. Hoffman declared the polls open at 7 a.m.

At 8 p.m., Ms. Hoffman declared the polls closed. A total of 669 ballots had been cast. At 8:02 p.m., the unofficial results were posted. The official counts are as follows:

Question One: Shall the Town of Dover be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to undertake the following:

- construction or renovation of the Caryl Community Center as approved by the Special Town Meeting;
- inclusion within the improved Caryl Community Center of dedicated space for the Parks and Recreation Department of the Town, to the extent approved by the Special Town Meeting; and
- inclusion within the improved Caryl Community Center of dedicated space for a preschool program, to the extent approved by the Special Town Meeting;

such amounts to include the cost of architectural and engineering services related to those improvements and for the payment of all other costs incidental and related thereto?

Yes	569
No	99
Blanks	1

Vital Statistics

For the Calendar Year 2021

BIRTHS IN 2021

17 Males
19 Females

MARRIAGES IN 2021

March 1	Ahmmad Allan Brown Alexandra Rae Reisman	Cambridge, MA Cambridge, MA
June 5	Matthew R. Michienzie Chiara Barbara Heintz	Los Angeles, CA Los Angeles, CA
June 6	Niraj Shrestha Akita Joshi	Malden, MA Malden, MA
June 11	William Norman Powell Jennifer Lynn Hall	Dover, MA Dover, MA
June 12	Andrew Michael Moughalian Naomi Pauline Morley Kuromiya	Dover, MA Dover, MA
July 31	Matthew Thomas Carroll Kathleen Anne Pope	Santa Clara, CA Santa Clara, CA
August 13	Kent George Siefers Kirke Thieriot Hall	Portsmouth, NH Westwood, MA
August 21	Jonathan Eli Clair Alanna K. Mahoney	Dover, MA Medfield, MA
September 4	William Alexander Mitchell Alexandra Lee McLellan	Dover, MA North Andover, MA
October 2	Eric Henry Burt Jennifer Lynn Bowman	Dover, MA Dover, MA
October 2	James Steven Tsavaris Irene Olympia Darras	Brookline, MA Brookline, MA
October 3	Catherine Helen Gately Patricia Handloss	Edgecomb, ME Edgecomb, ME
October 9	Jonathan Joseph Vranesh Neal Megan Elizabeth Whelan	Stamford, CT Stamford, CT

October 9	Scott Graham Spangenberg Christine Ann Kardosz	Dover, MA Billerica, MA
October 15	Anthony Attilio D’Oddio II Maegan Ashley Russo	Johnston, RI Johnson, RI
October 23	Julian Cary Crocker Katherine Marie D’Avanzo	West Roxbury, MA West Roxbury, MA
November 27	Avnish Soni Justine C. Mathews	London, UK New York, NY

Deaths in 2021

January 17	Paul M. Dalton	86	3 Raleigh Road
January 17	James Hunter Orr Jr.	93	30 Mill Street
February 2	Kenneth J. Jones Jr.	86	25 Miller Hill Road
February 28	Linda L. Tufts	67	27 Brookfield Road
March 1	Mary Stahl	98	50 Springdale Avenue
March 29	Jane Helene McNeely	71	29 Bretton Road
April 5	Oussama El-Hilali	57	99 Walpole Street
April 5	Maaria Alvi	44	24 Grand Hill Drive
April 22	Campbell S. Yaw	71	4 Walpole Street
May 11	Reen Dorothee Gibb	66	55 Main Street
May 14	Nancy Edna Clancy	89	2 Hunt Drive
June 15	Patricia Anne Crowley	81	21 Old Farm Road
June 19	Ada Maria Coulouras	64	4 Greystone Road
June 23	Jessie L. Hogg	88	12 Wakeland Road
July 14	Thomas F. Toole	78	52 Glen Street
July 15	Craig S. Hughes	64	3 Hughes Lane
July 24	Jane P. Orr	86	30 Mill Street
July 31	Nighat A. Khan	81	14 Donnelly Drive
August 21	Robert Edwin Hillberg	77	43 Miller Hill Road
August 23	Donald F. Umlauf	90	30 Brookfield Road
November 2	Patricia Anne Armstrong	78	2 Indian Spring Road
November 10	Thomas Edward McAllister	86	10 Greystone Road
December 1	John Charles Robinson	52	115 Walpole Street
December 16	Joseph Colin Devine Jr.	75	17 Haven Terrace

Financial Reports

For the Calendar Year 2021

Fees Collected by the Town Clerk’s Office

January	\$6,800
February	5,860
March	3,220
April	1,050
May	1,572
June	0
July	764
August	110
September	370
October	920
November	755
December	195
Total	\$21,616

Fees Collected by the Board of Appeals

January	\$300
February	0
March	0
April	150
May	0
June	0
July	150
August	0
September	0
October	300
November	150
December	150
Total	\$1,200

Report of the
Town Treasurer

Gerard Lane, Treasurer-Collector

The following reports appear on pages 62–74:

- **Total Gross Wages** for the Calendar Year 2021
- **Treasurer's Cash** for the Year Ending June 30, 2021
- **Statement of Taxes Outstanding** as of June 30, 2021
- **Statement of Long Term Debt** as of June 30, 2021
- **Statement of Changes in Trust and Investment Fund Balances**
for the Year Ending June 30, 2021

Total Gross Wages

For the Calendar Year 2021

	Regular Wages	Overtime/ Other	Total Gross Wages
Selectmen's Office			
Mona Abraham-Disciullo*	\$67,232		\$67,232
Paul E. Carew	1,000		1,000
Christopher M. Dwelley	150,151	\$11,300	161,451
Robyn M. Hunter	100		100
John D. Jeffries	150		150
Katelyn M. O'Brien	93,074		93,074
Robert P. Springett	200		200
David D. Sullivan	96,264		96,264
Town Accountant's Office			
Kristin M. Abraham	31,638		31,638
Kathleen R. LaPlant	117,270	13,514	130,784
Nancy L. Rigano	63,792	2,509	66,301
Assessor's Office			
Caroline B. Akins	400		400
Kelly T. Brewer	35,580		35,580
Robert Cocks	350		350
Amy L. B. Gow	94,630	1,000	95,630
Charles W. Long	350		350
Treasurer/Collector's Office			
Gavin T. Fiske	59,271	879	60,150
Gerard R. Lane Jr.	117,303	1,000	118,303
Jennifer G. Pink	48,376	2,105	50,481
Town Clerk and Elections			
Darlene L. Heidke	22,853		22,853
Felicia S. Hoffman*	79,652	1,200	80,852
Juris G. Alksnitis	64		64
Andre Boudreau*	359	75	434
Martha Susan S. Cocks	186		186
Elizabeth M. Devine*	1,222		1,222
Maureen A. Dilg	57		57
Catherine K. Haviland	226		226
Eleanor A. Herd*	1,404		1,404
William R. Herd*	271	75	346
Christopher Jackman	41		41
Camille C. Johnston	41		41

	Regular Wages	Overtime/ Other	Total Gross Wages
Town Clerk and Elections (cont'd)			
Michele Keleher	\$84		\$84
Anita B. Loscalzo	57		57
Susan McGill*	287		287
Jane D. Moore	57		57
Elizabeth A. Schlenker	115		115
John J. Walsh	84		84
Carolyn D. Waterman	115		115
Building Maintenance			
Bradley S. Crosby III	61,229	\$5,200	66,429
Scott E. Wainwright	50,598	6,220	56,818
Karl L. Warnick*	97,507	18,722	116,229
Police Department			
Haznain Z. Ali	4,235	868	5,103
Jason R. Bouck	2,362	9,800	12,162
Nicole M. Bratcher-Heffernan	70,972	20,628	91,600
Donald P. Cahill Jr.	70,128	43,581	113,709
Jonathan H. Cash	76,356	17,986	94,342
David E. Chaisson Jr.	76,798	55,930	132,728
Richard F. Collamore Jr.	76,345	28,303	104,648
Douglas E. Comman	33,694	39,665	73,359
John M. Holmes	10,832	1,471	12,303
Katherine M. Kolodziejczyk	75,848	63,308	139,156
Matthew O. Lavery	76,647	44,665	121,311
Jared R. Layman	7,647	2,434	10,081
Edward J. Maguire	56,315	64,267	120,581
Charles S. Marscher	76,209	27,095	103,303
Peter A. McGowan	178,964	500	179,464
Edward J. Meau	92,855	33,144	125,999
Ryan W. Menice	93,774	97,454	191,228
Robert P. Murphy	6,010	61,421	67,431
Alyson L. Rockwood	12,077		12,077
Ryan P. Sullivan	68,702	57,773	126,476
Todd V. Wilcox	92,506	57,180	149,686
Richard C. Wilmot	1,052		1,052
Joseph S. Woollard	89,510	67,074	156,583
Colin R. Young	38,959	12,088	51,047

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue			
Daniel B. Barry		\$1,218	\$1,218
Christopher J. Becker		1,557	1,557
Andrew S. Blum		766	766
Paul E. Buckley		3,502	3,502
Kathryn R. Cannie	\$100	8	108
Joseph G. Chirico		10,750	10,750
James P. Dawley Jr.	200		200
Tim C. Giblin		9,321	9,321
Frederick M. Hartman		8,159	8,159
Mary C. Hinsley		10,803	10,803
Alexander H. Howe		5,434	5,434
John M. Hughes III		92	92
Paul M. Hughes		1,612	1,612
Katherine A. Jackson		9,330	9,330
Edward G. Kornack	6,060	25,032	31,092
John P. Kornack		6,412	6,412
Phoebe L. Lasic-Ellis		629	629
Jack I. London		980	980
Phillip D. Luttazi		10,043	10,043
Romolo P. Luttazi	55,872	9,785	65,657
Michael J. Lynch Jr.		1,692	1,692
Brendan E. McCarthy		1,407	1,407
William A. Mitchell		21,514	21,514
Daniel K. Murphy		18,373	18,373
Mickael V. Murphy		2,975	2,975
Walter J. Nowicki	1,086	11,143	12,230
Walter J. Nowicki III	402	4,971	5,373
Curt F. Pfannenstiehl		3,609	3,609
Ryan C. Phelan		6,450	6,450
Thomas E. Quayle	510	791	1,301
Theodore H. Reimann		23,630	23,630
Heidi E. Reinemann		8,357	8,357
Matthew A. Reinemann		1,596	1,596
Richard L. Reinemann		10,745	10,745
Johanna G. Schulz		1,430	1,430
Elisabeth A. Smith		6,642	6,642
Dickson Smith II		16,082	16,082
James F. Spalding	200		200
Timothy R. Surgenor		10,850	10,850
David W. Tiberi	30,600	624	31,224
Richard F. Tiberi *	47,005	2,629	49,634
Brian A. Tosi		12,824	12,824
Kathleen P. Tosi		6,114	6,114
Kevin Tosi		11,168	11,168

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue (cont'd)			
David P. Van Tassell		\$492	\$492
John S. Vounatsos*	\$1,548	35,695	37,243
Ellen O. Weinberg		5,571	5,571
Nevin A. Weinberg		15,597	15,597
Timothy S. Wider		378	378
Inspectors			
Walter A. Avallone	90,021		90,021
Jeffrey P. Harris	395		395
Kevin Malloy	32,515		32,515
James T. Murphy	1,621		1,621
Robert F. Piersak	123		123
James F. Vaughan	24,749		24,749
Susan M. L. Young*	55,425		55,425
Emergency Management			
Margaret L. Crowley*	635	75	710
Animal Control			
Lorilyn Sallee	7,689	4,000	11,689
Tree Warden			
John M. Gilbert*	10,680	2,009	12,689
Health Department			
Linda M. Baldwin-Lyons	3,693		3,693
Gerald L. Clarke	150		150
Jennifer S. Cronin	3,500		3,500
Karen R. Hayett	48,070	2,620	50,689
Highway Department			
Michael J. Angieri*	12,726		12,726
Nancy J. Bates*	56,862		56,862
Robert Beckwith*	65,422	17,950	83,372
James J. Gorman*	64,422	12,126	76,548
Janine H. Kizik	13,789		13,789
Mark R. Stephenson	60,045	12,096	72,140
J. Robert Tosi Jr.*	104,951	19,542	124,493
Keith A. Tosi	996	5,376	6,373
Andrew F. Wills*	64,502	15,241	79,744
Sanitation			
John F. Gerlach	5,374	808	6,182
Wade J. Hayes	35,637	1,973	37,610
William B. Martin*	16,603	553	17,157
Water			
Geoffrey P. Brooks	750		750

	Regular Wages	Overtime/ Other	Total Gross Wages
Conservation			
Lori E. Hagerty	\$43,327	\$1,292	\$44,619
Planning Board			
Susan E. Hall	37,185		37,185
Stephen C. Natola	40		40
Courtney S. Starling	77,223		77,223
Cemetery			
Lawrence R. Dauphinee	80,904	10,486	91,390
John C. Sullivan	5,600		5,600
Council on Aging			
Janet E. Claypoole	93,594		93,594
Andria M. DeSimone	8,949		8,949
Tracy Rittenmeyer	4,620		4,620
Suzanne Sheridan	15,079		15,079
Amee V. Tejani	6,220		6,220
Annemarie M. Thompson	10,516	162	10,679
Nancy C. Vaida	34,332		34,332
Senior Tax Work-off			
Matthew Schmid	898		898
Bente M. Sears	344		344
Library			
Cheryl Abdullah Bolduc	110,078		110,078
Joan S. Campbell	62,726		62,726
Sophie C. Fallon	1,812		1,812
Elizabeth Fogarty	38,016		38,016
Wendy P. GIBLIN	1,721		1,721
Angela Howes	19,526	943	20,469
Allison M. Keaney	27,982		27,982
Marygrace S. King	8,034		8,034
Mary F. Kroon	22,506		22,506
Kevin R. Kwok	6,161		6,161
Bart R. Leib	21,242		21,242
Liam O'Keefe	33,765		33,765
Nancy M. Tegeler	61,614		61,614
Samantha A. Tullis	8,879		8,879
Kayley K. Wang	2,807		2,807
James K. Westen	70,031		70,031
Melissa Wilmot	19,017		19,017

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation			
Brianna K. Allen	\$4,076		\$4,076
James E. Allen Jr.	1,745		1,745
Francesca M. Collins	1,628		1,628
Peter D. Cooper	83,306		83,306
Richard F. Cullen	2,670		2,670
William J. DePaola	1,485		1,485
Nicole E. DiCicco	62,672	\$4,425	67,097
Andrew J. Dougherty	360		360
Sean L. Dougherty	300		300
Emily A. Drum	1,407		1,407
Katelyn M. Fabri	4,433		4,433
Alexander C. Frey	1,350		1,350
Mark F. Ghiloni	97,244		97,244
Erica C. Hills	345		345
Rachel H. Lipsky	1,777		1,777
Benjamin B. Maki	300		300
Nicole C. Mayer	1,479		1,479
Erin D. McCann	2,569		2,569
Laura E. McGuire*	19,089		19,089
Cian D. Moss	1,407		1,407
Thomas J. Palmer*	65,302	8,063	73,366
Michael A. Petrangelo	435	1,177	1,611
Jordan E. Pfeifer	1,806		1,806
Kofi F. Poku	1,397		1,397
Zachary S. Popiel	1,895		1,895
Katherine F. Ritzer	165		165
William B. Schutte	1,424		1,424
Peter J. Sylvester	14,064		14,064
Jean-Robert Theodat	3,600		3,600
Mark E. Travers*	52,187	5,747	57,934
Sarah E. Vaughn	1,802		1,802
SCHOOL DEPARTMENT			
Administration			
Karen A. Anzivino	55,008		55,008
James M. Carnes	116,830		116,830
Nisha G. Hochman	106,280		106,280
Kate A. Marchese	65,387	2,950	68,337
Kelly E. Najarian	12,794		12,794
Jessica Natal	76,698	2,534	79,233
Kelly A. O'Donnell-Haney	60,387		60,387
Deborah J. Reinemann*	134,085	14,229	148,314
Cynthia H. Shapiro	3,851		3,851

	Regular Wages	Overtime/ Other	Total Gross Wages
Teaching Staff			
Nicole Alban	\$19,559		\$19,559
Christine E. Atkinson	107,080	\$2,062	109,142
Melissa A. Baker	117,726	1,025	118,751
Leslie M. Campbell*	40,962	8,601	49,564
Catherine E. Chiavarini	105,881	388	106,268
Amy C. Cohn	102,297		102,297
Judith Cronin	101,013	225	101,238
Corinne M. Cummings	79,003	608	79,612
Kimberly A. Delaney	116,826	150	116,976
Renee F. Grady	117,301	4,029	121,330
Stephen D. Harte	117,726	2,817	120,543
Kylie M. Hilliard	76,756	3,379	80,135
Michelle M. Hugo	106,280	1,000	107,280
James M. Keohane	107,555	275	107,830
Kristen M. Kraeutler	94,374	275	94,649
Leslie G. Loughlin	77,944	3,779	81,723
Christine B. Luczkow	87,181	2,475	89,656
Jessica A. Marinelli	111,877	450	112,327
Andrew L. McCorkle	63,649	2,100	65,749
Meredith A. Merritt	74,190	450	74,640
Laurie F. Moran	102,500	225	102,725
Eugenia M. Mota-Magestro	36,727		36,727
Ashley S. Oleyer	19,559	1,417	20,976
Alison M. Parker	68,076	1,125	69,201
Donna M. Power	109,816	4,596	114,412
Nancy E. Powers	117,726	4,304	122,030
Alisa M. Saunders	101,397		101,397
Anna Y. Sawan	59,703	900	60,603
Jennifer A. Sellman	39,673		39,673
Jodi L. Shanbar-Emerson	87,255	1,067	88,322
Priscilla J. Stephan	91,673	3,150	94,823
Laurette I. Ulrich	109,391	175	109,566
Allison M. Vetere	48,584	817	49,401
Kenneth S. Wadness	117,726	4,394	122,120
Andrea M. Welch	109,391	475	109,866
Keri A. Windsor	116,826	675	117,501
Anna L. Winters	39,673		39,673
Substitutes			
Catherine E. Brown Fasinacci	1,853		1,853
Allison L. Buff	230		230
Jiefang Hu	3,355		3,355
Ann-Marie Macdonnell	690		690
Kirstin A. Santos	3,320		3,320
Charity Zagorianakos	190		190

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff			
Melanie C. Ahern	\$1,650		\$1,650
Dudley S. Baker	28,141		28,141
Abigail R. Bickford	26,481		26,481
Katherine M. Bruckmann	17,708		17,708
Stephanie A. Curran	24,800		24,800
Jo-Ann E. Daday	20,746		20,746
Daniel J. Davis	66,422	\$1,206	67,628
Adrianna A. DiSciullo	32,651	23	32,673
Christine E. Doherty	22,432		22,432
Amy E. Dorfman	43,548		43,548
Michelle E. D'Ovidio	29,189		29,189
Carly A. Dow	28,258		28,258
Laura A. Driscoll	116,826	2,503	119,330
Jean L. Ensor	29,484		29,484
Casey M. Flinn	31,290		31,290
Christopher R. Fraser	66,248	675	66,923
Lisa M. Garcia	15,492	388	15,880
Vanessa M. Gatto	29,613		29,613
Krystelle Ghanem	1,735		1,735
Hannah E. Gillis	26,584		26,584
Kathleen P. Gillis	113,577	1,122	114,699
Elizabeth H. Gordon	23,848	225	24,073
Emily L. Gordon	28,749		28,749
Stephanie A. Hartz	59,342	225	59,567
Nicole S. Harvey	10,575		10,575
Ryan G. Hoffman	15,806	408	16,214
Elizabeth B. Hughes	25,754		25,754
Kara T. Jewett	70,160		70,160
Kathleen A. King	29,189		29,189
Wendy Lague	25,513		25,513
Jessica C. Langway	10,491		10,491
Julie B. Law-Linck	100,597	1,242	101,838
Beverly A. Loynd	20,213		20,213
Deirdre M. Lyons	25,305		25,305
John F. Malieswski Jr.	48,745	4,738	53,483
Patricia R. McCann	17,708		17,708
Katherine McCarthy	47,048	1,529	48,577
Amanda C. Northrop	16,973		16,973
Stephanie F. O'Kane	28,650		28,650
Heidi A. Olschefski-Lusby	27,268	32	27,300
Judith E. Onorato	23,216		23,216
Stephen A. Onorato	66,576	5,771	72,347
Shaylyn M. Parkhurst	27,747		27,747
Susan L. Pelletier	70,160	5,000	75,160

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Stephanie L. Regan	\$16,958		\$16,958
Anna L. Ring	18,577		18,577
Jeanne E. Riordan	102,297	\$2,884	105,180
Katelyn G. Schapira	11,281	264	11,545
Johnathan M. Schenker	44,178		44,178
Linda K. Shea	56,614		56,614
Nicole H. Shine	17,708		17,708
Joel A. Sterling	20,016	3,643	23,659
Molly K. Sullivan	32,405		32,405
Ellen M. Troland	7,686		7,686
Maria B. Vaccaro	795		795
Devon R. Vanaria	53,443	225	53,668
Ellen B. Wall	10,521		10,521
Xinlei Wang	24,555	238	24,793
Barbara B. Waters	8,954		8,954
Laurie A. Whitten	102,297	555	102,852
Meghan C. Williams	26,053		26,053
Anne H Wilson	27,812		27,812
Nadia M. Yaremiy	20,631	225	20,856
Grand Totals	\$11,012,958	\$1,466,113	\$12,479,071

* 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, 2021

Beginning Balance as of June 30, 2020	\$30,984,324
Receipts	43,371,412
Expenditures	41,379,958
Ending Balance as of June 30, 2021	\$32,975,778

Composition

Bank of America	\$644,198
BNY Mellon Bank	136,857
UBS Paine Webber	776,476
Century Bank	568,896
Citizens Bank	3,049,999
Rockland Trust Company	1,710,403
Eastern Bank	303,445
Webster Bank	1,338,511
Unibank	2,836,335
Radius Bank	811,399
Needham Bank	1,996,125
Multibank Securities	5,479,002
HarborOne Bank	266,734
Peoples United Bank	256,581
Cooperative Bank of Cape Cod	516,970
Trust Funds	12,283,848
Total Cash Balance	\$32,975,778

Statement of Taxes Outstanding

As of June 30, 2021

	Outstanding June 30, 2020	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2021
Real Estate							
Prior Years	\$73,816			\$(3,117)		\$63,977	\$6,722
2018	53,351					40,597	12,754
2019	134,827			10,530	\$8,463	79,135	57,759
2020	351,650		\$14,355	29,834	33,022	221,902	112,204
2021	0	\$34,207,196	11,155	76,785	110,451	33,705,419	456,956
Personal Property							
Prior Years	\$13,369				\$78		\$13,291
2018	1,136				77	\$68	992
2019	893				78	135	680
2020	1,587				77	450	1,060
2021	0	\$629,607			187	621,151	8,269
Motor Vehicle Excise							
Prior Years	\$49,228			\$28		\$1,053	\$48,203
2018	14,500			45	\$98	3,610	10,838
2019	28,483			5,823	2,397	5,050	26,859
2020	117,535	\$112,367		17,717	13,227	182,863	51,529
2021	0	1,377,534		7,589	18,186	1,117,446	249,490
Boat Excise							
Prior Years	\$808						\$808
2018	0						0
2019	7						7
2020	188					\$118	70
2021	0	\$611				528	83

Statement of Long Term Debt

As of June 30, 2021

Date of Issue	Purpose	Coupon Rate (%)	Original Amount	Outstanding June 30, 2020	Principal Issued	Principal Paid	Outstanding June 30, 2021
	TITLE 5 - MWPAT	0.00	\$200,000	\$10,200	\$0	\$10,200	\$0
May 15, 2007	Refunding Bonds	3.98	2,275,000	150,000	0	150,000	0
April 19, 2012	Refunding Bonds	1.48	7,915,000	2,000,000	0	680,000	1,320,000
December 21, 2017	46 Springdale Avenue GO Bonds	2.09	3,031,000	2,720,000	0	155,000	2,565,000
Totals				<u>\$4,880,200</u>	<u>\$0</u>	<u>\$995,200</u>	<u>\$3,885,000</u>

Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2021

	Balance June 30, 2020	Dividends	Interest and Unrealized Change in Market Value	Deposits	Expenditures	Balance June 30, 2021
Park and Historical						
George Chickering	\$101,809		\$903			\$102,712
Park and Tree						
Samuel Chickering	207,774	\$3,750	1,129			212,652
Cemetery and Park						
George Chickering	208,203		1,846			210,049
Cemetery						
Cemetery Perpetual Care	945,774		8,288	\$19,000		973,062
Caroline Chickering	26,064		231			26,295
Dorothea Hovey	654		15		\$64	604
Library						
Richards/Sanger/Lewis	12,549		111			12,660
Hovey Memorial	608,984		5,401			614,385
Endowment Fund	26,923		239			27,162
Investment						
Conservation	51,384		234			51,618
Stabilization	949,013		351			949,364
Unemployment	37,935		467		29,337	9,065
Municipal Insurance	34,588		54	27,505	29,431	32,716
Other Post-Employment Benefits	5,723,927		1,350,916	193,225		7,268,068
Regional School OPEB Stabilization	1,681,558		85,720			1,767,278
Other						
Larrabee/Whiting Poor	67,152		618			67,770
Scholarship Fund	21,834		194			22,028
Totals	<u>\$10,706,124</u>	<u>\$3,750</u>	<u>\$1,456,716</u>	<u>\$239,730</u>	<u>\$58,832</u>	<u>\$12,347,488</u>

Report of the Town Accountant

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

The following unaudited reports appear on pages 76–79. Final reports will be available on the Town of Dover website (www.doverma.gov) upon completion of the audited financial statements.

- General Government Funds, Statement of Revenues and Expenditures for the Year Ending June 30, 2021
- OPEB Trust Fund—Statement of Fiduciary Fund, Net Position as of June 30, 2021
- General Fund Statement of Revenues and Other Sources and Expenditures and Others Uses—Budget and Actual for the Year Ending June 30, 2021

General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2021

	General Fund
REVENUES	
Property Taxes	\$34,326,570
Excise	1,299,943
Penalties, Interest, and Other Taxes	104,879
Charges for Services	100,594
Departmental, Fees, Rentals	525,139
Licenses and Permits	341,112
Intergovernmental	1,698,616
Fines and Forfeitures	2,784
Investment Income	149,319
Other	2,220
Transfers In	204,288
Free Cash to Reduce Tax Rate	1,500,000
Other Available Funds	10,400
Overlay Surplus	100,000
Total Revenues	\$40,365,864
EXPENDITURES	
General Government	\$2,32w9,952
Public Safety	2,990,437
Education	22,109,514
Public Works	1,857,438
Health and Human Services	285,314
Culture and Recreation	1,063,580
Insurance and Benefits	3,860,569
Debt Services	1,158,130
Intergovernmental	329,284
Transfers Out	10,726
Other Uses	313,949
Capital/One-Time Projects	762,724
Total Expenditures	\$37,071,617
Excess (Deficiency) of Revenues Over Expenditures	\$3,294,246

UNAUDITED, PRELIMINARY AMOUNTS

Actual expenditures include encumbrances. When available, the final report can be found on the Town's website.

OPEB Trust Fund: Statement of Fiduciary Fund, Net Position

As of June 30, 2021

	OPEB Trust Fund
ASSETS	
Cash and Short-Term Investments	\$2,204,332
Cash and Cash Equivalents	\$76,004
Fixed Income, Equities, Other	7,192,064
Total Assets	\$7,268,068
LIABILITIES	
Total Liabilities	\$0
NET POSITION	
Restricted for:	
OPEB Benefits	\$7,268,068
Total Net Position	\$7,268,068
Total Liabilities and Net Position	\$7,268,068

UNAUDITED

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

For the Year Ending June 30, 2021

	Original Budget	Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
REVENUES AND OTHER SOURCES				
Property Taxes	\$34,836,802	\$34,836,802	\$34,326,570	\$(510,232)
Excise	1,000,300	1,000,300	1,299,943	299,643
Penalties, Interest and Other Taxes	40,201	40,201	104,879	64,678
Charges for Services	89,226	89,226	100,594	11,368
Departmental, Fees, Rentals	376,385	376,385	525,139	148,754
Licenses, Permits	227,277	227,277	341,112	113,835
Intergovernmental	1,698,616	1,698,616	1,698,616	0
Fines and Forfeitures	2,838	2,838	2,784	(54)
Investment Income	75,000	75,000	149,319	74,319
Other	0	0	2,220	2,220
Transfers In	204,288	204,288	204,288	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
Total Revenues and Other Sources	\$40,161,333	\$40,161,333	\$40,365,864	\$204,531
EXPENDITURES AND OTHER USES				
General Government	\$2,758,785	\$2,781,793	\$2,329,952	\$451,841
Public Safety	3,284,831	3,274,935	2,990,437	284,498
Education	23,223,276	23,223,276	22,109,514	1,113,762
Public Works	2,214,254	2,214,254	1,857,438	356,816
Health and Human Services	320,602	320,557	285,314	35,243
Culture and Recreation	1,187,193	1,184,174	1,063,580	120,594
Insurance and Benefits	4,629,463	4,585,879	3,860,569	725,310
Debt Service	1,130,425	1,159,065	1,158,130	935
Intergovernmental	329,284	329,284	329,284	0
Transfers Out	10,726	10,726	10,726	0
Other Uses	314,666	314,666	313,949	717
Capital/One-Time Projects	757,828	762,724	762,724	0
Total Expenditures and Other Uses	\$40,161,333	\$40,161,333	\$37,071,617	\$3,089,716
Excess (Deficiency) of Revenues and Sources Over Expenditures and Other Uses	\$0	\$0	\$3,294,247	\$3,294,247

UNAUDITED, PRELIMINARY AMOUNTS

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

Actual expenditures include encumbrances.

When available, the final report can be found on the Town's website.

Report of the Town Insurance

For the Year Ending June 30, 2021

	Limits	Deductible
Property		
Buildings and Contents	\$41,634,096	\$1,000
Extra Expense—Blanket Coverage Extensions and Special Property	\$500,000	None
Boiler and Machinery	Various	Various
Money and Securities	Included in the blanket limit	Various
Public Employee Dishonesty	\$100,000	None
Flood and Earthquake	\$200,000	None
	\$2 million	\$25,000
General Liability		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
Vehicles		
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
Umbrella/Excess Liability	\$3 million	\$10,000
Professional Liability		
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
Police and Fire Accident	Per schedule on file	
Town Insurance Expenditure		Premium
Group Health Insurance		1,903,080
Workers' Compensation		77,585
Medicare		160,717
Other Insurance		292,786
Total Town Insurance Expenditure		\$2,434,168

Report of the Personnel Board

Mary Carrigan, Chair
Juris Alksnitis
Sue Geremia
Mary Hornsby
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.

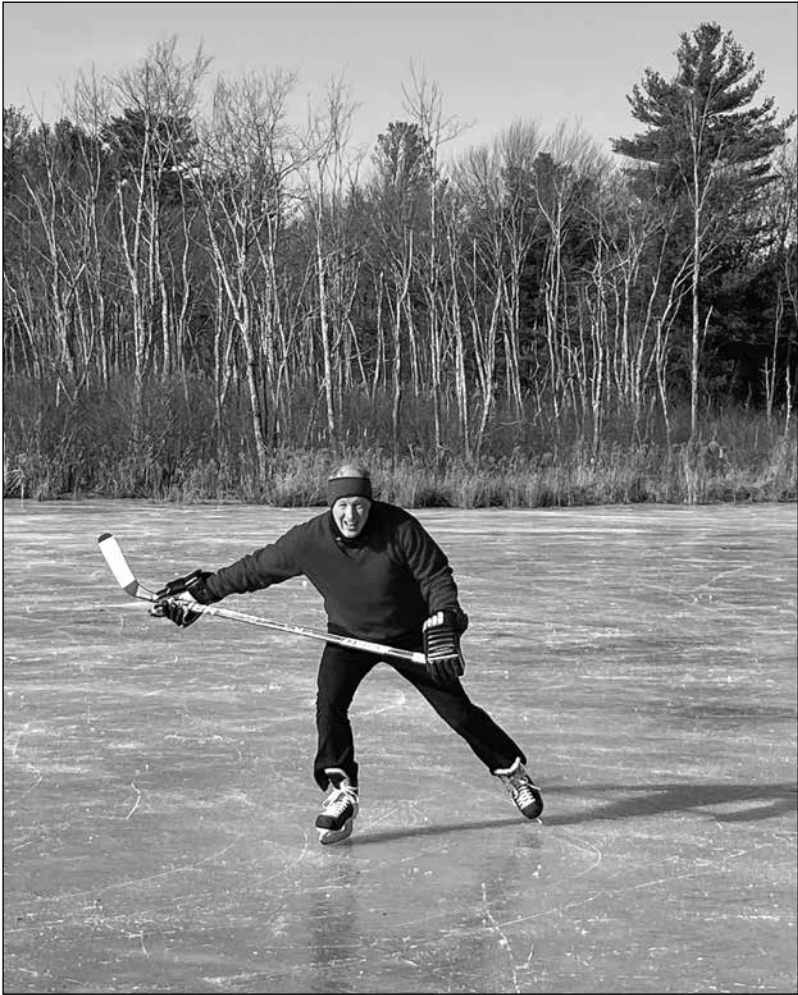
In 2021, the Board worked closely with Town Administrator Christopher Dwelley and Assistant Town Administrator Katelyn O'Brien on important HR (human resource) initiatives, including a personnel classification study.

The Board first commissioned the Edward J. Collins, Jr. Center for Public Management at the University of Massachusetts, Boston, to conduct a compensation study review of the Town's salaries/wages. The review evaluated the compensation of each Town position relative to other towns with comparable organizations and positions. An updated analysis was essential, given that the last compensation assessment was conducted five years ago. The report, which was completed in July 2021, is critical to understanding Dover's compensation position relative to the market and to ensuring that the Town can recruit and retain outstanding personnel.

The Board then contracted with the firm D. I. Jacobs Consulting to evaluate all nonunion Town positions for accuracy in job descriptions and whether appropriate levels exist for each position. When completed and reviewed by the Board, the data from this study will be integrated with the compensation assessment data to complete the personnel classification study, which will inform subsequent recommendations about Town positions and compensation levels.

In addition, the Board reviewed policies recommended in an HR audit conducted in July. It met regularly to evaluate the proposed new and revised HR policy drafts to ensure adherence to current applicable laws and requirements across Town departments and boards.

Finally, each year the Board recommends to the Warrant Committee and the Selectmen an annual cost of living adjustment (COLA) increase for the coming fiscal year. After reviewing both state and federal projected inflation indices together with the recent compensation study information, the Board recommended a 4% increase as the wage proposal for nonunion employees for the Fiscal Year 2023 Town budget (effective July 2022).



Channing Pond. Photo by Dee Douglas.

Report of the Board of Assessors

Charles W. Long, Chair
Caroline B. Akins
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.gov).

The following is a statement of the valuation of Dover as of January 1, 2021, which is the basis for taxing property for the Fiscal Year July 1, 2021, through June 30, 2022. 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	33,974,000
Value of Town-Owned Property	95,649,096
Value of Property Held in Trust for the Worthy Poor	4,279,000
Value of Other Exempted Property	214,292,500
Value of Taxable Personal Property	61,549,800
Value of Taxable Real Estate	<u>2,716,967,122</u>
Total Value of All Personal and Real Estate	\$3,129,783,318
Total Net Taxable Valuation (Excluding Motor Vehicles)	\$2,778,516,922

Amount to Be Raised by Taxation

Town Purposes as per Appropriation	\$40,854,976
Other Local Expenditures	
Amounts Certified for Tax Title Purposes	\$0
Offsets	11,518
Overlay Deficits of Prior Years	0
Other	230,000
Snow and Ice Deficit	<u>0</u>
	241,518

State and County Assessments	328,136	
Overlay of Current Year	297,755	
	<u>625,891</u>	
Gross Amount to Be Raised by Taxation		\$41,722,385

Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,195,242	
Massachusetts School Building Authority Payments	531,983	
Estimated Receipts (Local)	2,084,388	
Revenue Sources for Particular Purposes (Free Cash)	1,401,591	
Other Available Funds for Particular Purposes	100,000	
Free Cash to Reduce Tax Rate	1,900,000	
Total Estimated and Available Funds		\$7,213,204

Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$764,449	
Amount on Real Estate	33,744,732	
		\$34,509,181

Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2021	\$1,531,376	
Motor Vehicle and Trailer Excise Assessed for 2020 in 2021	7,636	
FY21 Boat, Ship, or Vessel Excise	579	
	<u>1,539,591</u>	

Total Taxes and Assessments Committed to the Collector		<u><u>\$36,048,772</u></u>
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Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2021	6,515	\$70,402,955
Number of Vehicles/Value Assessed for 2020 in 2021	133	\$2,716,492

Tax Rates

Personal and Real Estate	\$12.42
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, 2021, 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	\$8,857,700	
Land, 182.10 acres	<u>17,495,100</u>	
		\$26,352,800

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>\$259,800</u>	
		\$259,800

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>\$7,361,400</u>	
		\$7,361,400

**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>718,700</u>	
Charles River School		\$924,300
6 Old Meadow Road		
Improvements	\$6,555,100	
Land, 13.126 acres	<u>3,426,000</u>	
4 Old Meadow Road		
Improvements	484,200	
Land, 1.079 acres	<u>483,100</u>	
		\$10,948,400
Trustees of Reservations		
Off Brookfield Road, 15.00 acres	\$682,700	
Chase Woodlands, 85.183 acres	259,600	
Dedham Street, 16.15 acres	744,900	
Farm Street, 1.48 acres	70,700	
Glen and Wight Streets, 5.63 acres	754,200	
Off Grand Hill Drive, 1.04 acres	29,700	
Peters Reservation, 83.75 acres	7,032,000	
Pond Street, 6.71 acres	344,700	
Powisett Street, 4.12 acres	1,129,000	
37 and 39 Powisett Street, 104.49 acres	3,183,900	
Improvements	476,500	
Strawberry Hill Street, 63.45 acres	2,976,500	
Off Tower Drive, 6.65 acres	308,600	
Walpole and Powisett 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>	
		\$47,086,200
Hale Reservation, Inc.		
Powisett and Off Hartford Streets		
Improvements	\$962,700	
Land, 657.04 acres	55,445,600	
Wilsondale Street, 16.39 acres	<u>81,900</u>	
		\$56,490,200

Dover Land Conservation Trust		
Bridge and Smith Streets, 20.523 acres	\$3,710,300	
Centre Street, 57.11 acres	2,082,200	
Off Centre Street, 48.599 acres	1,846,200	
Claybrook Road, 21.20 acres	640,700	
Dedham Street, 10.82 acres	908,000	
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	772,000	
Main Street, 5.99 acres	719,900	
Miller Hill Road, 7.17 acres	200,100	
Off Miller Hill Road, 1.374 acres	77,500	
50 Pegan Lane, 2.81 acres	789,300	
Off Pegan Lane, 16.59 acres	132,900	
80 Pine Street, 3.63 acres	141,500	
131 Pine Street, 71.06 acres	3,932,200	
Improvements	35,100	
Off Pine Street, 19.24 acres	892,000	
Pleasant Street, 0.33 acre	43,500	
Pleasant Street and Annie King Lane, 7.895 acres	998,500	
5 Riverview Terrace and Willow Street, 3.17 acres	1,590,600	
Rocky Brook Road, 4.18 acres	206,900	
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	1,622,600	
Off Springdale Avenue, 27.65 acres	1,356,500	
Old Farm Road, 2.87 acres	<u>161,000</u>	
		\$30,917,500
Trustees of Boston College:		
20 Glen Street		
Improvements	\$6,996,600	
Land, 78.50 acres	<u>6,931,400</u>	
		\$13,928,000

**Property of Incorporated Organizations of War Veterans
(Belonging to or Held in Trust for the Benefit of):**

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>599,000</u>	
		\$1,041,600

**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	\$458,900	
Land, 7.50 acres	<u>1,148,500</u>	
		\$1,607,400
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>718,700</u>	
		\$1,460,400
Roman Catholic Archdiocese of Boston		
30 Centre Street		
Improvements	\$286,200	
Land, 1.02 acres	<u>432,200</u>	
32 Centre Street		
Improvements	2,690,700	
Land, 3.66 acres	<u>918,200</u>	
		\$4,327,300
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>\$62,900</u>	
		\$62,900

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

Jane M. Clair, Trustee		
236 Dedham Street Nominee Trust		
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, 2021,
in Accordance with Section 51, Chapter 59, General Laws:**

Town House		
5 Springdale Avenue		
Improvements	\$3,855,500	
Personal Property	211,042	
		\$4,066,542
Caryl Community Center		
4 Springdale Avenue		
Improvements	\$3,535,500	
Land, 3.06 acres	1,620,000	
Personal Property	366,834	
		\$5,522,334
Dover Town Library		
56 Dedham Street		
Improvements	\$2,016,700	
Land, 1.00 acre	718,700	
Books and Furnishings	1,135,541	
		\$3,870,941
Protective Agencies Building		
1 and 3 Walpole Street		
Improvements	\$959,200	
Land, 1.65 acres	835,500	
Personal Property	888,543	
		\$2,683,243
Chickering School		
29 Cross Street		
Improvements	\$11,769,200	
Land, 43.95 acres	4,005,400	
Personal Property	780,881	
		\$16,555,481
Dover-Sherborn Regional School District		
9 Junction Street		
Improvements	\$27,740,800	
Land, 98.887 acres	12,782,000	
		\$40,522,800
Parks and Recreation		
Bickford Park, 2.29 acres		
	\$108,500	
Caryl Park, 107 Dedham Street		
Land, 83.80 acres	8,338,000	
Improvements	571,900	
Channing Pond Park, 5.64 acres		
	279,900	
Improvements	600	
Dedham and Centre Street Lot, 0.25 acres		
	584,000	

Dover Common and Training Field Lot, 3.70 acres	1,101,200		Heard Land, 7.42 acres	1,333,000	
Howe Lot, 3.22 acres	1,065,200		Hynes Land, 1.459 acres	801,100	
Riverside Drive, 0.77 acres	448,900		Mackintosh Land, 29.28 acres	1,282,800	
Springdale Avenue, 1.40 acres	48,900		Main Street, 1.79 acres	590,400	
West End School Lot, 1.50 acres	547,700		Off Farm Street, 0.53 acres	55,700	
Personal Property	439,763		Ponzi Land, 31.58 acres	1,973,500	
		\$13,534,563	46 Springdale Ave, 23.82 acres	1,515,700	
Conservation Commission			Trout Brook Road, 0.15 acres	15,700	
Bean Land, 10.27 acres	\$1,401,000		Valley Farm Land, 52.6 acres	3,552,700	
Bridge Street, 3.00 acres	164,800		Wakeland Road, 0.18 acres	37,600	
Brodie Land, 7.99 acres	1,034,600		5 Whiting Road, 0.25 acres		
Channing, Gibbons, Rice & Wylde Lands, 199.399 acres	10,090,600		Personal Property	5,342	
Claybrook Road, 1.80 acres	62,700		Willow Street, 0.92 acres	47,000	
Dedham Street, 7.38 acres	1,534,000		Wilsondale Street, 3.73 acres	798,200	
French Land, 11.80 acres	519,900				\$14,802,942
Fullerton Land, 7.00 acres	820,500		Transfer Station		
Gould Land, 7.20 acres	223,500		Powissett Street, 3.00 acres	\$1,606,400	
Halper Land, 1.18 acres	531,700		Improvements	250,100	
Harvey Land, 23.77 acres	958,900		Personal Property	28,521	
Haven Street, 25.61 acres	2,227,900				\$1,885,021
Hunt Drive, 6.03 acres	152,200		Highway Department		
Hunters Path, 2.496 acres	141,300		2 and 4 Dedham Street, 3.40 acres	\$908,800	
Koch Land, Snow's Hill Lane, 8.20 acres	1,225,100		Improvements	1,107,300	
Koch Land Swap, 12.21 acres	558,600		Willow and Cross Streets, 0.21 acres	38,500	
Murray Land, 12.60 acres	589,900		Personal Property	171,612	
Riverside Drive, 0.04 acres	7,600				\$2,226,212
Scott Land, 46.00 acres	1,204,100		Highland Cemetery		
Off Springdale Avenue, 0.20 acres	38,300		54 Centre Street and Off Dedham Street, 19.91 acres	\$1,935,900	
Taylor Land, 14.47 acres	556,900		Improvements	24,500	
Valley Farm Land, 13.09 acres	1,870,000		Personal Property	14,260	
Walpole Street, Off Walpole Street, 33.00 acres	1,513,200				\$1,974,660
Willow Street, 2.106 acres	75,500		Water Supply		
Wilsondale Street, 6.035 acres	99,200		Church Street, 6.00 acres	\$819,200	
		\$27,602,000	Improvements	17,500	
Town of Dover			Personal Property	88,457	
Ben Arthur's Way, 0.755 acres	\$50,100				\$925,157
Bridge Street Land, 3.92 acres	156,100		Land Exempted by Common Consent. Held in Trust for the Benefit of the Worthy Poor Who Have a Legal Residence (Settlement) in the Town of Dover:		
Chickering Drive, 3.07 acres	105,000		Larrabee Estate		
10 Donnelly Drive, 2.00 acres	73,600		Land, 66.84 acres	\$4,279,000	
Dedham Street, 10.769 acres	973,100				\$4,279,000
Draper Road, 0.29 acres	43,000				
Grand Hill Drive, 6.64 acres	914,100				
Hartford Street, 1.00 acre	479,200				

Report of the Police Department

Peter McGowan, Chief of Police

The year 2021 has ended, and I have to admit to a “Groundhog Day” feeling with this year and last. The COVID-19 pandemic continued with ebbs and flows, changing and evolving along with our responses to it. A new normal also evolved, and it is hard to believe that this has been going on for two years.

Your Police Department continued to serve, with some responsibilities falling by the wayside and other, new responsibilities popping up in response to things well beyond our control. Policing today is not the same as it was even five years ago, and the men and women of the Department adapt as is necessary to continue providing the best possible service. We will continue to deliver services around the clock, every day of the year, and do so with 15 full-time officers and an overnight dispatch officer. In 2021, we received more than 17,000 calls for service (see “Police Department Summary of Activities,” page 93).

Personnel changes for the year included the retirement of Officer Doug Comman after almost 20 years of service to the Town. At the time of this writing Officer Colin Young is completing his training at the Police Academy, and we eagerly anticipate his joining the ranks of full-time officers. Officer Kolodziejczyk completed a strenuous two-week DARE Officer Training program this fall and has been a great addition to our schools.

As I stated last year, we will work diligently with our local, state, and federal partners to continue delivering fair and unbiased policing, and to do so with respect and honor. Police reform initiatives are slowly rolling out, and although we are already undertaking most of the prescribed initiatives, the Police Department will continue to meet and exceed all expectations in this arena.

In conclusion, as I do each year, and especially over these past two difficult years, 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. Your kind words, gestures, and notes throughout the year keep us motivated and focused. Know that the men and women of the Department stand ready, day and night, each and every day, to protect and serve.

Police Department Summary of Activities

For the Calendar Year 2021

Statistics

Total Incidents Logged: 19,179

Accidents: Motor Vehicle	94
Alarms: Intrusion, Vehicle, and Panic	344
Ambulance Requests	199
Animal Complaints	287
Assaults	1
Assists: Other Agencies, Citizens, Etc.	298
Bicycle Complaints	1
Breaking and Entering	4
Building Checks/Directed Patrols	12,029
Deer Strikes	24
Destruction of Property	12
Disturbances	24
Fire Alarms/CO	251
Harassment (Including Telephone)	23
Identity Thefts	35
Larceny	16
Littering/Trash Disposal	6
Lockouts	56
Miscellaneous Offenses/Svcs	1,511
Missing Persons	4
Motor Vehicle Complaints	2,490
Motor Vehicle Stops	809
Noise Complaints	39
Nine-One-One (911) Verifications	337
Safety Hazards	119
Soliciting	10
Suspicious Activity	155
Youth Complaints	1

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

Arrests

Total Arrests Made:	15
Warrants	2
Operating Under the Influence of Liquor	7
Operating After License Suspension	1
Failure to Stop	1
Drug Offense	2
Domestic Violence/209a Violations	2

In addition to these arrests, a total of 46 criminal complaints were sought at Dedham District Court for a wide range of offenses, including 30 motor-vehicle-related offenses, and various other offenses, including theft, fraud, larceny, and assault.



Police Holiday Brunch. Photo by Ameer Tejani; courtesy of the Council on Aging.

Report of the
Board of Fire Engineers

Ford Spalding, Chair
Kate Cannie
Jim Dawley

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 they 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 in addition to 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.

During 2021, the Department treated every response call as a call that could involve a person affected by COVID-19. All personnel were equipped with personal protective equipment (PPE) that included N95 face masks, hand sanitizers, protective gowns, eye protection, and gloves. When necessary, they transported patients to local hospitals for care. All procedures established by the Centers for Disease Control were followed. The Department also coordinated its efforts with the Town's Board of Health, the COVID-19 Response Group, and the Massachusetts Department of Public Health.

In 2021, the Board went through a comprehensive process of new leadership appointments to the Department. The new command staff and their dates of appointments are as follows: Chief R. Paul Luttazi (May 11); Deputy Chief Edward G. Kornack (August 12); Captain John R. Tosi Jr., (September 13); Lieutenant Theodore (Ted) Reimann (April 5); and Lieutenants Walter J. Nowicki Jr., and Richard Louis Reinemann (November 1).

On July 15, 2021, retired Fire Chief Craig Hughes passed away at the age of 64. Chief Hughes served the Town of Dover and its citizens for 45 years. He greatly impacted many people through his dedication to the Department and his calm and caring leadership, which serve as an example to us all.

This past year was another challenging one for the Department's personnel, and so the members of the Board of Fire Engineers wish to express their appreciation and gratitude for the professional and compassionate service these men and women provide to each other and to the citizens of Dover.



Photos by Reverend John E. Sugden Jr.

Fire Department Summary of Activities

For the Calendar Year 2021

Statistics

Incidents (277)

Brush/Grass Fires	8	Oil Burner Fires	3
Vehicle Fires	1	Mutual Aid	4
Dumpster Fires	0	Illegal Burning	2
Smoke in House	4	False Alarms	0
Water Rescue	0	Haz-Mat Incidents	5
Electrical Fires	5	Automatic Boxes	0
Vehicle Accidents	14	Ambulance Assists	22
House Alarms	133	Gas Spills	0
Chimney Fires	1	Missing Persons	2
Wires Down	5	Still Alarms	0
Propane Gas Fires	1	Bomb Scare	0
Station Coverage	5	Elevator Entrapment	0
Carbon Monoxide	4	Water in Basement	9
Public Building Alarms	13	Explosive Devices	0
Rescue	2	Downed Trees in Road	6
Investigations	18	Building Hit by Lightning	2
Structure Fires	3	Other	5

Permits Issued (398)

Oil Burners	54	Smokeless Powder	0
Underground Tank	1	Smoke Detectors	120
Blasting	7	Propane Storage	92
Temporary Heat	2	Tank Trucks	0
Sprinkler Systems	0	Bonfires	0
Welding	2	Carbon Monoxide	120

Inspections (680)

Oil Burner	120	Bonfires	0
Propane Gas	157	Public Buildings	68
Blasting	37	Underground Tanks	2
Temporary Heat	0	Tank Remove	0
Gas Stations	2	Demolition	10
Sprinkler Systems	0	21E Inspections	0
Welding	4	Carbon Monoxide	139
Fire Prevention Programs	1	Fireworks	1
Smoke Detectors	139		

Ambulance Calls (267)

MetroWest Medical Center,	Mutual Aid (Received)	10
Framingham 3	Mutual Aid (Given)	1
Newton-Wellesley Hospital 49	Refusal of Transport	70
Beth Israel Deaconess,	Fire Department Stand-by	2
Needham 110	Responses Canceled	9
Other Facility 12	Advanced Life Support	
Air Ambulance	(statistics only)	119
(Med-Flight/Life-Flight) 1		

Appointed by the Board of Fire Engineers

Chief R. Paul Luttazi
Deputy Chief Edward G. Kornack
Captain John R. Tosi Jr.

Lieutenants

John Kornack
Walter J. Nowicki Jr.
Theodore (Ted) Reimann (A)
Richard Louis Reinemann
Karl Warnick

Appointed by the Fire Chief Fire and EMT Personnel

Daniel Barry	Phoebe Lasic-Ellis (A)	Johanna Schulz (A)
Christopher Becker (A)	Jack London	Dixon Smith (A)
Robert Beckwith	Phil Luttazi	Elizabeth Smith (A)
Andrew Blum	Michael Lynch	John Sugden Jr. (Chaplain)
Paul Buckley	Brendan McCarthy	Timothy Surgenor (A)
Joseph Chirico (A)	William Mitchell (A)	Brian Tosi
Leslie Campbell	Dan Murphy (A)	Kathleen Tosi
Thomas Giblin (A)	Michael Murphy (A)	Kevin Tosi
James Gorman	Walter Nowicki Jr.	David Van Tassel
Fred Hartman (A)	Curt Pfannenstiehl	John Vounatsos
Mary Hinsley (A)	Thomas Quayle	Ellen Weinberg (A)
Alex Howe (A)	Deborah Reinemann (A)	Nevin Weinberg (A)
Paul Hughes	Heidi Reinemann (A)	Tim Wider
Katherine Jackson (A)	Katherine Roer (A)	
(A) Ambulance Squad member		

Report of the Emergency Management Department

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

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 2021, we again did not need to open any shelters for Town residents. The majority of the Emergency Management Department's duties and responsibilities this year were to assist and support Dover's EMS and Fire and Police Departments, as well as the Board of Health as they navigated the Town's response to the COVID-19 pandemic.

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. The Town's recently revamped website is also a terrific source 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 that 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 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

School Reports

2021



Report of the **Superintendent of Schools**

Kathleen Smith, JD

I am privileged to be serving as your Interim Superintendent of Schools for the 2021–22 school year. First and foremost, I would like to extend my gratitude and appreciation to former Superintendent Dr. Andrew Keough, his leadership team, and the school committees for the planning, preparation, and decision-making that allowed Dover-Sherborn students to attend school in-person despite the challenges of educating during a pandemic. Their navigation through changing learning models was a major accomplishment that ensured, for every child, access to a rigorous education in a safe school environment.

In my short time here, I have learned much about the Dover-Sherborn school community. It is abundantly clear that we have a capable administrative team, talented and dedicated educators, skilled support staff, and determined students; and that we share a notable sense of pride in their many accomplishments. Our faculty and staff are committed to academic excellence, educational equity, and the social-emotional well-being of each of our students. Together the community holds itself to a high standard that has resulted in its top rankings as a leader in public education.

The past 12 months for the Dover-Sherborn schools, and for every school district across this country, were far from ordinary, as the nature of the COVID-19 pandemic demanded large amounts of time and attention. When COVID-19 cases rose in summer 2021, the Administration and members of the D-S Health and Hygiene Advisory Group (Dr. Matthew Bevers, Dr. Alexy Boudreau, Dr. Kay Peterson, and Dr. Matthew Vitale) reviewed protocols and mitigation measures for the 2021–22 school year. The District then immediately reinstated a mask mandate for all students, staff, and visitors, and it implemented ventilation strategies, including open windows and doors, air purifiers, and outdoor classrooms and eating areas.

Throughout 2021, the Administration encouraged students and staff to get vaccinated when eligible. By September, it had mandated vaccination for all employees, and by November, 99% were fully vaccinated. Shortly after, children aged five years and older became eligible, and the District held a vaccine clinic in collaboration with the Massachusetts Department of Public Health and Fallon Ambulance Service. By early January 2022, the district-wide student vaccination rate had increased to 83%.

Of the many testing options offered through the Massachusetts Department of Elementary and Secondary Education and the Department of Public Health, all four District schools opted for symptomatic testing and Test and Stay, a program allowing in-school close contacts to remain in school so long as they tested negative on a rapid antigen test at the start

of the day. This eliminated the need for students to quarantine at home, allowing more time for learning while schools closely tracked any positive COVID-19 cases in the buildings.

At the end of December, the highly transmissible Omicron variant necessitated updating our COVID-19 protocols, as the virus spread quickly and cases were at record levels in the community, state, and nation. Contact tracing became nearly impossible, the Test and Stay program ended, and the focus shifted to symptomatic testing, which continued during the Omicron surge. A daily drive-through for rapid antigen testing was made available to students and staff, as was a drive-through community clinic at Lindquist Commons for PCR testing three times a week for any symptomatic or COVID-exposed student, staff, family, or community member.

I am deeply grateful to the Dover and Sherborn Boards for Health for their service in addressing the ever-evolving health and safety needs of our school community; and to the D-S Health and Hygiene Advisory Group, which met weekly with the District leadership team during the school year and helped it develop protocols that were then recommended to the school committees to keep our children healthy and in school for academic learning and extracurricular activities, including athletics, music, drama, arts, and special events.

The return to school in September provided educators the opportunity to identify educational innovations that worked well during the pandemic and to integrate them with proven practices of the past as we continue to search for best practices in education. Based on recommendations from the Academic Innovation Committee, and consistent with the District's Strategic Plan, we adopted a number of innovative practices, including the use of: Seesaw and Google Classroom as learning management systems; apps and programs such as Edpuzzle, Padlet, and Pear Deck, for interactive learning; and alternative assessment strategies, including screencasts, Google slideshows, and real-time surveys to gauge student understanding and academic performance. To support these new technologies and the growing use of multimedia learning techniques, we invested significantly in technology that included iPads, Chromebooks, and laptops.

The pandemic strengthened our commitment to “whole child” education: Our teachers prioritized the development of meaningful relationships with their students, and our Challenge Success initiative, now in its seventh year, continued to address social-emotional learning and mental health needs by helping students build resiliency, create balance in their vision of success, and develop critical thinking skills for lifelong learning.

To further our commitment that all students, regardless of race, gender, gender identity, language, ability, sexual orientation, or religion have opportunities to learn and thrive in our schools, the District has partnered with the New York University Metropolitan Center for Research on Equity and the Transformation of Schools on an equity audit to assess school culture and climate, disaggregate achievement data, and gauge access for all students to high-quality programming, tiered systems of support, and fair

policies and practices. Researchers are collecting qualitative and quantitative data from multiple sources, including students, parents/caregivers, alumni, educators, administrators, and community members. Should inequities be discovered, recommendations will be provided to the District for consideration in future planning.

In 2021, there were two administrative changes in the Regional School District: Veteran Dover-Sherborn Middle School Principal Scott Kellett retired in early October after 11 years of service, and we welcomed Dr. Frank Tiano as Interim Middle School Principal. He will work alongside newly appointed Assistant Principal Ana Hurley.

The Dover, Sherborn, and the Regional School Committees continue to devote countless hours to ensure that all stakeholders can work collaboratively and collectively in the best interest of our students. To quote the Massachusetts Association of School Committees: “The hallmark of an effective school committee is how well its members understand their roles and the issues they need to address in these challenging times.” To that end, committee members took part in more than 10 hours of voluntary training this past year in topics pertaining to school committee roles and responsibilities, including the Open Meeting Law and Public Records Law, and the development of protocols and norms in line with ever-changing school district requirements and regulations.

We are grateful for the strong support of the Dover and Sherborn communities and their continued investment in their schools. We look forward to brighter days ahead filled with in-person meetings, whole-school assemblies, and large spectator events, all the while maintaining the long-standing tradition of excellence for which the Regional Schools are known.



Photo by James Dillon; courtesy of James Dillon Studios.

Report of the Dover School Committee

Sara Gutiérrez Dunn, Chair
Mark Healey, Secretary
Colleen Burt
Jeff Cassidy
Elizabeth Grossman

The members of the Dover School Committee (DSC) are elected by Dover's residents. The Committee works with the Superintendent and school administration to oversee the operation and education program of Chickering School, and works jointly with the Sherborn School Committee and the Dover-Sherborn Regional School Committee on matters impacting all three districts. The DSC is composed of five members elected on a rotating basis of one or two members each year for three-year terms.

Membership

In 2021, we welcomed new members Elizabeth Grossman and Jeff Cassidy to the DSC. Liz was appointed by the Board of Selectmen in February to fill the unexpired term of Brooke Matarese and was subsequently elected to a three-year term in May. Jeff was appointed in October to fill the unexpired term of Leslie Leon. We extend our sincere thanks to both Brooke and Leslie for their service, including their dedication as successive chairs of the DSC.

District Leadership

We are grateful to Superintendent Dr. Andrew Keough, Assistant Superintendent Elizabeth McCoy, and our talented central office administrators for their leadership and ingenuity in navigating the continued challenges posed by the COVID-19 pandemic. Dover-Sherborn students returned safely to full in-person instruction in 2021, well before many of our counterparts in other districts. For Chickering Elementary School, none of this would have been possible without the unparalleled commitment and resourcefulness of Principal Dr. Deborah Reinemann and Assistant Principal James Carnes, as well as the dedication and unwavering support of our gifted teachers and staff.

We welcomed Kathleen Smith, JD, as Interim Superintendent in July following Dr. Keough's retirement. We are in her debt for quickly building rapport and trust in our community, as well as providing steady leadership and continuity for the District during a time of transition and sustained challenges. The pandemic loomed larger than any of us had anticipated when schools reopened in the fall, but the District's support of continuous improvement in student achievement and social emotional well-being carried on unabated.

The year 2021 also saw the launch of the district-wide equity audit conducted by the New York University Metropolitan Center for Research on Equity and the Transformation of Schools. As the District strives to foster a school community free from bias and discrimination and to ensure a sense of belonging and equitable outcome for all students, the audit will examine all aspects of the school system, including culture and climate, achievement data, policies, community engagement, and hiring practices, among others. All members will be given an opportunity to provide data and feedback via surveys and focus groups and the districts will undergo a K-12 curriculum review through the lens of cultural responsiveness. Findings and recommendations will be published in a report that will inform the District's Strategic Plan and its efforts moving forward.

Academics

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, and in 2021 was ranked in the top 10 Massachusetts elementary schools by *U.S. News and World Report*. 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 began implementing the Teachers College Reading and Writing Project, a research-based reading instruction model that both Chickering and Pine Hill Elementary Schools will be phasing in over the next five years.

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. This year, we continued to receive federal and state grants, including funding from the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the Elementary and Secondary School Emergency Relief (ESSER) Fund to cover unbudgeted costs due to the pandemic, such as additional technology and school supply needs, personal protective equipment (PPE), increased nursing staff, and additional educational assistants.

In 2021, enrollment exceeded projections in some of Chickering's grade levels (including kindergarten), likely attributable to pandemic real estate patterns and the impact on the census process. Nonetheless, we 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 census 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 part 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,” offsets these costs.

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. During 2021, portions of the school flooring were replaced in accordance with this plan.

Appreciation

This past year brought its share of challenges, and the DSC is grateful for the many members of our community who have given tirelessly to support Chickering in maintaining its tradition of excellence for our students during a time of continued upheaval on a local, national, and global scale. 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.



Photo by Bill McMahon.

Report of the Chickering Elementary School

Deborah Reinemann, Principal

Jim Carnes, Assistant Principal

Laura Driscoll, Special Education Team Chair

Naomi O'Brien, Elementary Special Education Coordinator

The New Normal

In January 2021, we continued with our hybrid pattern of learning at Chickering Elementary School: four days of in-school classes, and Wednesday as a fully remote day for in-school students, while our Remote Schoolhouse, in collaboration with Pine Hill Elementary School, remained in place for the rest of the academic year. Fortunately, in April, we were able to return our in-school students to five days a week of in-person learning, well ahead of many surrounding communities. Again, we shifted plans and schedules to close the school year with a series of traditional and newly adapted celebrations.

The current school year, which began in September 2021, reflects the new normal: mask-wearing students and teachers; classrooms set up for small groups and community learning; increased spacing, including outside unmasked time for snacks, lunch, and recess; and grade-level instruction, with the expectation that there may be the need to pause and reteach content from last year. While we found our students eager to return, the readjustment to in-person learning, including working in groups, sharing, and communicating with peers, posed a significant social and emotional challenge for many.

Despite these challenges, our students are learning and growing as a Chickering community. We have brought back many traditions, such as our opening celebrations and curriculum enrichment opportunities, thanks to the generous support from PTO. We closed the Remote Schoolhouse after the Commissioner of Education decided there would be no remote learning this year, and we have had one family choose to continue homeschooling.

Enrollment and Staffing

As of December 23, 2021, total enrollment had jumped from 486 students in the previous year to 500 students, most likely due to the active real estate market and to COVID-19. Having anticipated increased enrollment for the fall, we added two class sections, hired two new classroom teachers, and welcomed two specialist teachers following a retirement and a resignation. Grades K-4 each now have four sections; second and fifth grades each have five. Our PreK class remained at one section again this year. We are grateful for the generous support of the Dover School Committee,

which allows our class sizes to remain within the policy range of 17–22 pupils per class section.

Leadership changes included the promotions from interim status of Dr. Reinemann to Principal and Mr. Carnes to Assistant Principal.

Curriculum and Professional Development

Professional development did not stall during the COVID-19 pandemic, as our classroom teachers and literacy specialist participated in Columbia University’s Teachers College Readers’ Workshop, which provides extensive and well-researched opportunities for professional development in the teaching of reading and will be implemented over the next five years. Seventeen teachers and administrators attended the Readers’ Workshop remote training in spring or summer 2021, and an additional thirteen teachers attended summer in-house training.

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 are trained to 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 in a supportive environment that meets students’ needs. Special education and general education teachers collaborate to achieve the most effective planning and programming 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: assessment for Dover children younger than age five; programming options in the integrated pre-school; counseling for social/emotional well-being; behavioral supports; speech and language therapy; 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 2021–22, the SAC focused on the School Improvement Plan’s fourth goal, to increase connections with the Dover community beyond Chickering. While some of our plans have been curtailed by COVID-19, students did connect with seniors at the Council on Aging through a fall bulb planting project, and the sharing of Thanksgiving Day cards and holiday greetings.

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. This year we added a teacher liaison role to the organization. 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) continues to generously fund the Dover and Sherborn schools. Chickering was awarded one grant in 2021 for approximately \$8,000 to fund the purchase of several sensory motor labs. These in-class sensory spaces help all students with self-regulation and self-control in order to access learning.

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. While we expected 2021–22 to return to normal, we continue to be challenged by the public health crisis. However, all students are in school full time, and our entire staff is deeply engaged with them to foster a safe and rich learning environment for all.

We are pleased to provide an exceptional 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.

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

Kate Potter, Chair (Sherborn)
Lynn Collins, Vice Chair (Dover)
Judi Miller, Secretary (Sherborn)
Maggie Charron (Dover)
Angie Johnson (Sherborn)
Tracey Mannion (Dover)

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 and support all students on their individual educational journeys. Dover and Sherborn members of the DSRSC are elected by Dover and Sherborn citizens, respectively, on a rotating basis of one member each year for a three-year term.

COVID-19 Pandemic

The Dover-Sherborn Regional School District continued to be profoundly impacted in 2021 by the COVID-19 pandemic that began in March 2020. The pandemic challenged many school operations and methods of instruction, required establishing additional agreements with our collective bargaining groups. It also forced the District to make accommodations to its infrastructure to allow for a safe learning environment for all. The leadership team, educators, and support staff worked creatively and tirelessly to adapt and improve as we moved through this difficult time. We are extremely grateful to the Dover and Sherborn Boards of Health, as well as the Dover-Sherborn Health and Hygiene Advisory Group for their cooperation and guidance that enabled us to provide the safest environment possible while educating and emotionally supporting our children and staff with innovation and excellence.

Enrollment

As of October 2021, enrollment in the District was 1,170 students.

District Strategic Plan

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

During the 2020–21 school year, the District created DS AIDE (Dover-Sherborn for Anti-Racism, Inclusion, Diversity and Equity), which has six categories that each focus on different sections of our District's work to ensure that all students are represented and supported.

In 2021, the District contracted with the New York University Metropolitan Center for Research on Equity and the Transformation of Schools to conduct an equity audit. NYU representatives and a team representing District stakeholders began their work in summer 2021, looking at many aspects of how we teach and support students in our District. They will continue this exciting work in 2022, reporting on their progress at each school committee meeting.

More information about this work can be found at <https://sites.google.com/doversherborn.org>.

Academic Outcomes

MCAS, our statewide assessment system, was not administered in spring 2021 due to COVID-19 restrictions. And 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 2021, due to many canceled test sessions and a change in the AP test administration process. However, D-S student achievement levels and graduation and college matriculation rates remain among the highest in the state. At the same time, the District remains firmly committed to ensuring the social-emotional wellness of its students through its work with "Challenge Success" (www.challengesuccess.org), which has proven invaluable during the COVID-19 pandemic.

Leadership and Faculty

In June 2021, we celebrated the retirement of Superintendent Dr. Andrew Keough, who has served the District for four years. Of his many contributions, the most notable were the change to the school start time, the creation of DS AIDE, and his commitment to always putting students first. He will be greatly missed.

In 2021, we welcomed Interim Superintendent Kathleen Smith and Interim Middle School Principal Dr. Frank Tiano to the leadership team. Their work has been greatly appreciated by all. Several educators retired from the District in 2021: DSMS Principal Scott Kellett, DSHS math teacher, Jim Baroody, and DSMS faculty members Marsha Sirull, Alison Rice, and Lori Morgan. All contributed much time, energy, and experience over many years 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 2022 (FY22) budget is \$26,379,191, an increase of \$226,751 over the FY21 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$21,865,148); other (\$1,383,843); buildings and grounds (\$1,269,350); debt service (\$876,500); and transportation (\$984,350). State aid covered \$2,904,738 (11%) of these operating expenditures. Revenues from student activity fees (\$45–\$75 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contributed another 1.2%. An additional 0.8% 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, 2021, is \$1,318,960. 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 in 2021, 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 2021–22 school year.

Membership

Dover member Maggie Charron was re-elected to the DSRSC for a three-year term. Anne Hovey resigned her position in 2021 and Angie Johnson was appointed to serve the remainder of her three-year term. Michael Jaffe also resigned in 2021 and Shobha Frey was appointed to fill his seat until elections were held in May 2021, at which point Tracey Mannion was elected by Dover citizens to fill Michael Jaffe's unexpired term.

Visit www.doversherborn.org to view changes, to keep up with school events, or to contact our staff or school committees.



Photo by Mike Flanagan; courtesy of The Hometown Weekly.

Report of the Dover-Sherborn Middle School

Frank Tiano, Principal

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. Thanks to a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students and the daily curriculum is challenging and exciting. Again this year, the school provided each student with a Chromebook to enhance their educational experience.

The 2020–21 school year began where the previous one ended, in a pandemic. However, this year we were better prepared to meet the difficult challenges. With students and staff appropriately masked and 6 feet apart, in-person learning took place for the first time since March 13, 2020, as part of a new hybrid model of teaching and learning, which required creativity and resiliency from both staff and students. Supported by our entire school community, our teachers honed their technological skills and mastered applications such as Google Classroom and Zoom to deliver robust virtual lessons. Learning, lunch, and mask breaks occurred outside on our beautiful campus whenever possible, and in June 2021, we closed out a successful school year despite incredible odds.

Our students and staff were enthusiastic about returning in person in September 2021. At the same time, the “new normal” required staff to be flexible and patient as we assessed how the pandemic had affected our students academically, socially, and emotionally and adjusted our practice accordingly. In addition to the ongoing variability accompanying COVID-19, other changes, including a new school schedule, new start time, and new leadership, demanded further adjustments and both diligence and collaboration on the part of our staff to meet the needs of students and families.

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. The team competed online against approximately 150 other students in both a sprint round and a target round of math problems. Two team members moved on to compete in the chapter invitational, where they performed admirably.
- **DSMS Math Club:** Members of the Math Club came together as a team to reach gold level status in the National Math Club.
- **Student Poetry:** Two seventh-grade students were honored when their poetry was selected and published in *Teen Ink*.
- **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:** All students and staff engaged in activities that reflected Martin Luther King Jr.’s spirit of activism, as well as our own ongoing commitment to fostering cultural proficiency and a climate of inclusion.
- **Music and arts presentations:** DSMS Jazz Band students had the opportunity to shine at the Dover-Sherborn Jazz Brunch, held on Halloween and hosted by the D-S Friends of the Performing Arts. It was the first live performance since 2019 and also featured performances by the Dover-Sherborn High School Band and the Regional Vocal Ensemble of students from grades 8–12. A full buffet breakfast topped off the event.
- **Drama presentation:** For the first time in two years, more than 40 DSMS drama students were able to develop their performance skills, which were on display in the school’s production of Disney’s *The Descendants*. Crisp acting and an amazing set design entertained audiences over several shows.

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 in need.
- Our *Project 351* students coordinated the in-school collection of donated children's clothing and supplies for Cradles to Crayons.
- 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.

Professional Development

DSMS is committed to providing opportunities for professional development. This year's offerings—aligned with District initiatives that promote a culture of data and tiered support for students, student engagement, and social and emotional learning—included participation in the equity audit being conducted by the New York University Metropolitan Center for Research on Equity and the Transformation of Schools.

Grants

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



*Dover-Sherborn Middle School production of Zoomsical.
Photo by James Kinneen; courtesy of The Hometown Weekly.*

Report of the Dover-Sherborn High School

John G. Smith, Principal

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 2020-21 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, and, based on their scores, 16 met the requirements to receive National Merit Scholarship Program letters of commendation.

SAT

- SAT I: Sixty-eight percent of the Class of 2021 took the SAT test, which was a much lower number than in previous years due to the pandemic, remote learning, and the fact that many colleges and universities switched to test-optional admissions. Of the students who took the SATs, 77% earned 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 2021 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 2020			Class of 2021		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	642	560	528	663	591	533
Mathematics	644	559	523	678	553	528

AP

Fifteen AP (advanced placement) courses were offered during the 2020–21 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 2021, 221 students took 552 examinations. The results for individual courses appear in the following table:

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	35	100
Calculus AB	23	100
Calculus BC	22	100
Chemistry	38	100
Computer Science A	15	87
English Language and Composition (G-11)	83	95
English Literature and Composition (G-12)	36	89
French Language and Culture	10	100
Latin	6	100
Physics C: Mechanics	19	100
Spanish Language	11	100
Statistics	66	88
Studio Art: 2D Art & Design	7	100
Studio Art: 3D Art & Design	1	100
U.S. Government and Politics (G-12)	88	96
U.S. History (G-11)	88	87

MCAS

Testing highlights for 2021 are as follows:

- **English Language Arts:** Ninety-four percent of sophomores exceeded or met expectations.
- **Mathematics:** Ninety-two percent of sophomores exceeded or met expectations.
- **Biology:** Ninety-seven percent of freshmen scored at the advanced or proficient levels.

Graduate Post-Secondary Plans			
	Class of 2019	Class of 2020	Class of 2021
Four-Year College	96%	92%	94%
Two-Year College	1%	0%	1%
Other (gap year, job)	3%	8%	5%

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 Algebra 1 or Geometry in grade 9, Geometry or Algebra II in grade 10, and Algebra II or 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. We have also added a new semester-long elective course, Financial Literacy, which is available to students in grades 11 or 12 who have passed Algebra II.

The Dover-Sherborn Math Team, a member of the Southeastern Massachusetts Mathematics League, continued its strong tradition of success by finishing fifth out of 28 schools in the league, and third in the league playoffs. This past year was certainly different, as we needed to compete remotely, but the students were still able to compete and enjoy the season. The team would have competed in the Massachusetts State Championships, but they were canceled for the second year in a row 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. A new elective, Forensic Science, is being developed for 2022–23.

The Science Olympiad team competed as a co-op team with Medfield High School in the West Suburban Science League (WSSL) monthly competitions, placing 13th in the league in 2020–21. In 2021–22, the DSHS team is competing on its own and is currently ranked 13th in the WSSL.

Five AP Chemistry students competed in the sectional competition of the U.S. National Chemistry Olympiad. One student placed in the top 25 students in Eastern Massachusetts, which qualified him to compete in the national chemistry exam against the top 900 students in the country.

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 enrolled the highest number of AP students at DSHS this past year, with 176 students having taken its two AP courses. Our AP scores in both courses continue to be well above the national average.

Due to COVID, several annual department programs and enrichment activities were canceled, including the Tufts Inquiry Program; a Model U.N. Simulation in Boston; and the Close Up Program, a weeklong government studies program in Washington, D.C. The Department's 2021 Summer Reading Program in grades 9–12 continued to focus on themes and issues of systemic racism, various distinct cultures within American society, and the growing polarization in American politics.

Honors and Awards: Several students received honors or awards in 2021. 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: A number of World Language students received honors for the 2020–21 school year. In fall 2020, 30 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures. In May 2021, 10 students were awarded the Massachusetts State Seal of Biliteracy: one in Chinese, three in French, one in Latin, and five in Spanish.

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 Chorus, the Concert 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.

Schedule changes in fall 2021 made it possible for students to participate in chorus and band ensembles, for credit or not, without conflicting with other classes or elective courses, thus ensuring a musical course option for all interested students.

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. Two of our students received Scholastic Art Awards for their artistic works. Six students were awarded honors at the Eastern District Senior and Junior Festivals, sponsored by the Massachusetts Music Educators' Association (MMEA). In addition, one student performed virtually in both the National Association for Music Education's (NAFME) All Eastern Honors Festival and in its All National Honors Festival.

TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past seven 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. During the 2020–21 school year, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to each course. In 2021–22, we will continue thoroughly examining our curriculum units for their equality and diversity.

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, video game design, and a capstone AP computer science course for sophomores, juniors, or seniors. 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.

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), and Target Sports.

GUIDANCE

College Counseling: Throughout fall 2020, the counselors devoted much of their time to helping students transition back to in-person school and to the post-secondary planning process. Eighty-two percent of the Class of 2021 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 120 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, begin their essays, and start filling out their Common Application. 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 30 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 15 Chromebooks for use in the classroom. An average day brings approximately 300 students and teachers to the library.

ATHLETICS

During the 2020–21 school year, the COVID-19 mandates continued to pose challenges for DSHS Athletics, including changes to the length of the season schedules, a reduction in the number of games played, and, in some cases, the cancellation of post-season play. Nonetheless, it proved to be an extremely successful year for the athletes and their teams, as, for the first time in its history, D-S won the Boston Globe All-Scholastic Awards, Ames Division 4 Award, for having the most wins in its division.

Winter Sports: The winter sports season ran from December 2020 to February 2021, with 258 participants playing on 13 varsity teams and six sub-varsity teams. Due to COVID-19 restrictions, the schedule was shortened, teams played fewer games, there was no post-season tournament, and, depending on the sport and participation in the league, there were no league champions in most sports other than basketball and hockey. Despite these challenges, D-S ended the season with winning teams in almost every sport, as well as numerous individual athletic achievements, including 36 TVL/MBE All-Stars, two TVL MVPs, and three Boston Globe All-Scholastics Award winners.

Fall 2 Sports: Due to COVID-19, the MIAA (Massachusetts Interscholastic Athletic Association) created a short season, “Fall 2,” from late February to late April 2021 for sports that could not be safely run in the regular 2020 fall season. Football was the only sport in the Fall 2 season, with 47 students participating on varsity and junior varsity teams. A strength and conditioning program, with 19 students participating, was also offered to give students another option if they were interested in continuing to work out during this season. The varsity team posted a 5-1 record. There was no post-season play, but the traditional Thanksgiving game versus Medfield was added during April break and won by D-S, 13-0. The JV team also played a full five-game schedule, which was encouraging, as the JV teams have historically struggled to make it through an entire season. The football team had seven TVL All-Stars, and a TVL Small MVP.

Spring Sports: The MIAA voted to bring back spring tournaments, with the season beginning later than usual (late April) and extending to July 3, due to the insertion of “Fall 2.” There were 286 students competing on nine varsity teams and three sub-varsity teams. Six D-S teams posted winning records in the regular season; five became TVL small champions; and two went on to win the State Championships in their divisions: Girls Lacrosse for the first time in D-S history, and Boys Lacrosse for the sixth time. Forty D-S athletes were named TVL All-Stars, and four received TVL Small MVP awards. Six students won Boston Herald All Scholastic honors, with four also earning Boston Globe All-Scholastic honors. Four D-S coaches won TVL Small Coach of the Year awards.

Fall Sports: The 2021 fall season returned to normal, running from August 20 to November 25, with 295 students participating on seven varsity teams and six sub-varsity teams. All seven varsity teams qualified for post-season play; four won TVL Small Championships, including the football team for the first time in 43 years, and the golf, field hockey, and girls cross country teams. The golf team won the school's first golf State Championship in the MIAA D3 state tournament, while the girls cross country team had the best showing ever for D-S at the State Championships. The football team capped off a great fall season with a 39-8 win over Medfield at home on Thanksgiving. D-S boasted 28 fall season TVL All-Stars, three TVL MVPs, and two Boston Herald All-Scholastic athletes, one of whom also won Boston Globe All-Scholastic honors. The golf coach was named Boston Globe All-Scholastic Golf Coach of the Year.

NATIONAL HONOR SOCIETY

On October 14, 2021, 57 members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 113 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.



Dover-Sherborn Nora Searle Field. Photo by Nolan Sayer.

STUDENT ACTIVITIES

DSHS students are able to participate in a wide range of student activities. An activity fee of \$75 is required for participation in many of the following clubs:

- **Academic and student-life organizations:** Chess Team, Class Officers, Debate Team, Girls Who Code, 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, Knitting Club, and Music Club and Digital Recording Studio.
- **Social and cultural awareness groups:** AFS International Exchange Program, Animal Welfare, Health & Society, Asian Student Union (formerly CAPAY), Black Student Union, Blessings in a Backpack, Business Club, Community Service Club, the Conversation, Down to Earth, Fitness Club, Future4Children, Gay-Straight Alliance (GSA), Global Citizenship Program, Make-A-Wish, MARC, Massachusetts High School Democrats, Medical Club, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Red Cross Club, Relay for Life: D-S, Senior Citizens' Club, Speak Out, STEM Club, Students Against Destructive Decisions (SADD), Students Demand Action, Time Out for Kids, Volleyball Club, What's Your Story?, Women's Group, and World of Difference.

The China Exchange Program, EPIIC Tufts Inquiry, and Harvard Model United Nations were put on hold for the 2021–22 school year due to COVID-19 restrictions, but are expected to resume in the future.

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 \$4,250 to underwrite the college exploration program for our Guidance Department.

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.)

In 2020–21, FoPA awarded 13 scholarships and provided funds for:

- set materials for the DSHS musical;
- materials for the DSHS Performing Arts Letter in music and drama; and
- annual events: music and drama banquet supplies and awards.

PARENT TEACHER ORGANIZATION (PTO)

The DSHS PTO is organized for charitable educational purposes to actively support the Administration, to promote and encourage communication between parents, teachers, and the school in matters of common interest, and to encourage spirit building initiatives among students, faculty, and community. Its ongoing efforts are managed through monthly meetings that are open to all parents and guardians of DSHS students. The board includes representatives from many parent organizations, the Dover-Sherborn Regional School Committee, and parents/guardians of students in each of the four grades. Meetings typically 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 always welcome. To learn more about the DSHS PTO, please visit our website at <https://sites.google.com/site/dshspto2015/>.

Report of

Dover-Sherborn Community Education

Lisa B. Sawin, Director

Kathleen Smith, Interim Superintendent

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. While 2021 was another challenging year due to the COVID-19 pandemic, we were still able to hold classes either virtually, outside, or in person during the fall, following the guidelines and regulations set forth by the state.

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. With COVID-19 restrictions in place during winter 2021, our students were in school and extended day just four days a week. In April, all students returned to school and extended day full time (five days a week). Children engaged in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play under state-mandated COVID-19 guidelines and regulations.

The extended-day program is offered Monday through Friday with two afternoon pickup times: 5:15 p.m. and 6 p.m. At the time of this writing, 60 children were enrolled in Dover and 90 children in Sherborn. Both programs maintain waiting lists.

After-School Enrichment

After-school enrichment programs providing age-appropriate classes for elementary and high school students are also offered. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School.

All of our programs in 2021 followed state COVID-19 safety guidelines and regulations. We were able to offer virtual and limited outside programs during our winter-spring semester, and returned to in-person classes in the fall, with a mask mandate in place. All class offerings during winter 2021 were presented virtually. Offerings included Glee Club, Video Game Design, Web Design, and Digital Toy Design. With the arrival of

spring and the potential for outside classes, we were able to offer Flag Football for grades 1–5 in Sherborn, and an archery program for students from both Dover and Sherborn.

In the fall, we reinstated most of our indoor classes, including Chess, Cupcake Decorating, Home Alone, and Babysitting, in addition to some outdoor programs. Virtual classes included Origami, Glee Club, and Storybooks and Art, and, in Sherborn, an in-person Hip Hop class. The After the Bell Club (ABC) ran from 2:15 p.m. to 3:30 p.m., Monday through Friday at \$12 per day, with parents registering their children in advance for specific days. We were able to run ABC in Sherborn, but could not meet the minimum enrollment requirement for Dover.

In addition, we supported and oversaw the Middle School Drama program during the summer and offered string instrument lessons in all four schools.

Program flyers 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).

Adult Enrichment

The winter session consisted of well-attended virtual classes that included Beekeeping, Appreciating Public Art, Understanding Medicare, Tea Tasting, Coastal Piloting, Boating Skills, SAT Prep, and others. Materials required for these classes were either delivered to students or pickup arrangements were made. Students who attended the Boating Skills class took their final exam safely in their cars on a Saturday morning in May in the Chickering School parking lot!

Fall 2021 found us collaborating with other high schools, including Concord-Carlisle and Acton-Boxborough, to offer virtual classes such as Italian for Beginners, What Happens to the Family Vacation Home, and even an Opera Series. Our instructors returned to the schools under a mask mandate. Classes were held indoors again with COVID precautions in place and included Boating Skills, Dog Obedience, Watercolor Painting, a Holiday Wreath class, and others. We partnered with Ashland High School for SAT Prep, which took place in Ashland. Some of our instructors are planning to remain virtual since it appears to be working for both instructors and students. In September, the RMV announced that Driver's Education classroom instruction would remain virtual until January 3, 2022, after which all normally "in-person" classroom instruction will resume as planned.

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, 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.



Photo by James Dillon; courtesy of James Dillon Studios.

Public Schools Enrollment

As of October 1, 2021

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

Kindergarten	83
Grade 1	68
Grade 2	88
Grade 3	82
Grade 4	74
Grade 5	90
Grade 6	92
Grade 7	79
Grade 8	92
Grade 9	88
Grade 10	97
Grade 11	81
Grade 12	98
Total Enrollment	1,112

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2021

REVENUE

School Aid (Chapter 70)	\$872,062
Total Revenue	\$872,062

EXPENDITURES

Regular Education	\$4,251,544
Special Education	3,967,567
Other	1,464,069
Total Expenditures	\$9,683,180

Net Cost to the Town	\$8,811,118
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Photo courtesy of the Dover Town Report Committee.

Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2021

REVENUE

Revenue from Local Sources

Member Town Assessments	\$22,627,060
Use of Excess and Deficiency Funds	375,000
Student-related Fees	250,309
Earnings on Investments	20,541
Other	1,781
Total Revenue from Local Sources	<u>23,274,691</u>

Revenue from State Aid

School Aid (Chapter 70)	2,383,046
Transportation (Chapter 71)	535,581
Total Revenue from State Aid	<u>2,918,627</u>

Revenue from State and Federal Grants	<u>884,433</u>
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Other Revenue

School Lunch	295,684
Community Education Programs	280,600
Other Local Receipts	60,800
Private Grants	7,125
Total Other Revenue	<u>644,209</u>

Total Revenue from All Sources	<u><u>\$27,721,960</u></u>
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2021

EXPENDITURES

Expenditures by the School Committee

Regular Education	\$11,800,138
Special Education	2,671,168
Other Operating	8,793,936
Transportation	859,659
Capital	272,272
Debt Service	923,400
Total Expenditures	<u>25,320,573</u>

Expenditures from State and Federal Grants

856,147

Other Expenditures

School Lunch	369,173
Community Education Programs	481,686
Private Grants	24,879
Other	5,155
Total Other Expenditures	<u>880,893</u>

Total Expenditures from All Funds	<u><u>\$27,057,613</u></u>
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Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2021

	Regular Wages	Overtime/ Other	Total Gross Wages
Administration			
Barbara Barrett*	\$46,953		\$46,953
Ellen Chagnon	133,242		133,242
Amy Davis*	5,590		5,590
Ann Dever-Keegan	121,437		121,437
Dawn Fattore*	146,450		146,450
Stephen Goodwin*	118,170		118,170
Ana Hurley	117,330		117,330
Scott Kellett	113,120		113,120
Andrew Keough*	110,405		110,405
John Lafleche	20,200		20,200
Janelle Madden*	73,732	\$600	74,332
Monique Marshall-Veale	85,419		85,419
Kathryn McCarthy*	143,227		143,227
Elizabeth McCoy*	153,324		153,324
Sean McGee*	38,147		38,147
Anthony Ritacco Jr.*	114,245		114,245
Donna Scungio*	80,880		80,880
John Smith	155,564		155,564
Kathleen Smith*	110,000		110,000
Emily Sullivan	94,793	1,200	95,993
Frank Tiano	52,664		52,664
Leeanne Wilkie*	82,924		82,924
Administrative Assistants			
Susan Barss	40,578	1,640	42,218
Elizabeth Benatti	59,142	1,700	60,842
Susan Connelly*	45,009	13,585	58,594
Colette Cronin	12,915		12,915
Tracey DeFlaminio	49,399		49,399
Donna Fiori*	2,210		2,210
Lynda Getchell	21,768	250	22,018
Cheryl Ingersoll*	80,447	1,250	81,697
Patricia Krusz	37,691	250	37,941
Kathryn Lonergan	59,142	980	60,122
Diane Morales	35,031	1,185	36,216
Keri Romano Campbell*	54,433		54,433
Patricia Schmitt*	70,497	1,000	71,497
Sharon Tehan	38,578	2,515	41,093

Coaches

Regular Wages	Overtime/ Other	Total Gross Wages
	\$3,023	\$3,023
Aeden Angelone	680	680
Cameron Bailen	2,116	2,116
Daniel Bennett Jr.	5,000	5,000
Daniel Bennett Sr.	8,312	8,312
Maura Bennett	5,290	5,290
Brett Boyd	13,224	13,224
Kanee Chlebda	6,000	6,000
Robert Conrad	6,045	6,045
Carly Eckles	3,023	3,023
Robert Evans	3,023	3,023
Tyler Fernandez	7,254	7,254
Scott Foley	1,500	1,500
David Fraser	5,290	5,290
Kasey Fraser	2,500	2,500
Jenna Galster	16,247	16,247
Richard Grady	7,179	7,179
Mark Gray	8,312	8,312
Joseph Gruseck	9,357	9,357
Evren Gunduz	5,800	5,800
Tara Gunduz	8,412	8,412
Stephen Harte	3,023	3,023
Michael Heyde	12,091	12,091
Jonathan Kirby	3,023	3,023
David Laidman	2,000	2,000
Bruce Lazarus	3,023	3,023
Julie Litle	14,735	14,735
Eric Lochiatto	7,179	7,179
Elliott Lucil	4,156	4,156
Angelo Macchiano	6,070	6,070
Ann Mann	9,068	9,068
Alexander Marlow	8,312	8,312
Erin Massimi	12,806	12,806
Molly McGill	2,000	2,000
Thomas McGill	1,662	1,662
Laura McGovern	8,312	8,312
Brian McLaughlin	8,412	8,412
Samuel Merten	8,312	8,312
Tonya Milbourn	3,500	3,500
Gavin Mish	1,500	1,500
Carolyn Monaghan	17,380	17,380
Robert Mosher	3,000	3,000
Meggan Newmarker	4,156	4,156
Brian O'Connell	3,023	3,023
Timothy O'Mara	4,156	4,156
Jessica Pink		

	Regular Wages	Overtime/ Other	Total Gross Wages
Coaches (cont'd)			
Karen Raymond		\$6,045	\$6,045
Jacob Robin		3,023	3,023
Stephenson Ryan		25,315	25,315
Frederick Sears		3,020	3,020
David Swanson		3,023	3,023
Mark Thompson		6,045	6,045
Michael Tosone		8,312	8,312
Susannah Wheelwright		7,061	7,061
Robert Willey		2,000	2,000
Lawrence Yaffe		1,500	1,500
Eugene Zanella		3,000	3,000
Community Education			
Tracey Carlin	\$17,386	2,560	19,946
Casey Chabot	1,228	28	1,256
Lara Clark	2,051		2,051
Mary Ann Fabian	44,452		44,452
Cecily Graham	20,942	2,110	23,052
Helen Haas	5,604		5,604
Conor Maher	16,403	1,660	18,063
Theresa Malvesti	1,824	600	2,424
Sean McCarthy	11,337	186	11,523
Stephen Mulvoy	2,189		2,189
Stephanie O'Kane	3,391		3,391
Lauren Otis	8,284	180	8,464
Kendall Parker	1,355		1,355
Marcia Pinkham	1,765		1,765
Jessie Prais Thomas	6,170		6,170
Hannah Pritchett	444		444
Andrea Reine-Wales	17,865		17,865
Michael Rudin	16,636		16,636
Tessa Ryan	1,949		1,949
Andrea Sarris	17,057		17,057
Lindsay Sawin	91		91
Lisa Sawin	43,490	975	44,465
Katelyn Schapira	11,937		11,937
Suzanne Sheridan	1,956		1,956
Shyquanda Sterling	2,572		2,572
Scott Walker	7,500	6,801	14,301
David Wilson	3,271		3,271

	Regular Wages	Overtime/ Other	Total Gross Wages
Custodians			
Shawn Armstead	\$13,280	\$260	\$13,540
Dean Bogan	66,451	2,444	68,895
David Bonavire	60,479	5,008	65,487
Kevin Callahan	47,995	4,377	52,372
David Engrassia	37,552	3,243	40,795
Christopher Hendricks	67,824	14,792	82,616
Joseph Larose	47,995	8,953	56,948
Paul Reilly	780	25	805
Lenin Sanchez-Martinez	47,995	7,230	55,225
Jackson Schroeder	50,137	7,035	57,172
Eric Schwenderman	54,588	1,640	56,228
Joel Sterling	22,566	4,074	26,640
John Waters	47,995	5,455	53,450
Gregory White	39,251	1,147	40,398
Educational Assistants			
Sarah App	29,747	1,095	30,842
Stephen Besold	18,087	400	18,487
Kay Bosley	27,135	60	27,195
Benjamin Butterfield	24,200	5,306	29,506
Andrea Cassidy	18,087	625	18,712
Courtney Denman	29,747	981	30,728
Mark Dondero	18,434		18,434
Julian Drury	6,807		6,807
Daniel Espinoza	24,200	1,510	25,710
Connor Fallon	10,997		10,997
Jane Fitch	30,250	250	30,500
Rachel Frangipane	29,747	975	30,722
Kasey Fraser	18,434	213	18,647
Jennifer Giannetto	29,747	905	30,652
Gary Golden	11,659		11,659
Nicole Harvey	17,979	979	18,958
Jacques Janvier	30,094	2,111	32,205
Ramune Keegan	11,815		11,815
Sierra Lazenby	18,434	51	18,485
Kelley Loneran	30,249	7,059	37,308
Megan MacDonough	23,425	2,974	26,399
Jacob Mael	819		819
Shawn McCabe	29,747	1,528	31,275
Elaine McCarthy	29,747	400	30,147
Annmarie McCrave	29,747	3,132	32,879
Molly McGill	30,250	2,668	32,918
Kelly Menchin	18,434	210	18,644
Michael Merrihew	10,997		10,997
Jennie Morgan	18,434	4,400	22,834

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants <i>(cont'd)</i>			
Robert Mosher	\$11,659	\$1,695	\$13,354
Stephen Mulvoy	11,815		11,815
Jonathan Naor	3,278		3,278
Melissa Neitlich	18,087	1,586	19,673
Alexandra Nottingham	495		495
Aaron Owens	9,695		9,695
Olivia Peretti	11,496		11,496
Lauree Ricciardelli	18,434	2,060	20,494
Jeannine Serratore	29,747	757	30,504
Nicole Shine	9,192	368	9,560
Audrey Siebert	18,087	1,566	19,653
Nadine Succar	11,815		11,815
Ashley Tuccillo	29,747	400	30,147

Educators			
Lori Alighieri	116,026	5,529	121,555
Kurt Amber	116,026	8,692	124,718
Mary Andrews	116,026	7,650	123,676
Jill Arkin	108,116	3,633	111,749
Marissa Bachand	116,026	3,047	119,073
James Barooddy	70,160	9,401	79,561
Janae Barrett	116,026	3,720	119,746
Janice Barry	76,371	2,992	79,363
Donna Bedigan	108,116	9,314	117,430
Carmel Bergeron	108,116	15,060	123,176
Karyn Bishop	116,026	3,247	119,273
Carly Blais	61,529	1,609	63,138
Heather Bond	83,704	10,972	94,676
Thomas Bourque	111,877	6,823	118,700
Joshua Bridger	116,026	11,110	127,136
Lisa Brodsky	116,026	1,685	117,711
Darren Buck	108,116	1,813	109,929
Meriwether Burruss	68,527	10,079	78,606
Benjamin Butterfield	10,750	464	11,214
Paul Butterworth	116,026	2,674	118,700
Joseph Catalfano	116,026	1,415	117,441
Maura Cavanaugh	108,116	5,033	113,149
Linda Cento	124,536	1,275	125,811
Sophie Chen	75,765	518	76,283
Caryn Cheverie	116,026	2,575	118,601
Kanee Chlebda	74,321	3,118	77,439
Deirdre Clancy-Kelley	116,026	3,704	119,730
Allison Collins	116,026	6,571	122,597
Meaghan Collins	67,827	893	68,720
Sara Collins	71,281	11,587	82,868

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators <i>(cont'd)</i>			
Jason Criscuolo	\$111,877	\$563	\$112,440
Carey Dardomppe	56,010		56,010
Tawny Desjardins	100,597	4,668	105,265
Gretchen Donohue	109,435	10,017	119,452
Amanda Doran	99,342	1,150	100,492
Joanne Draper	116,026	1,475	117,501
Thomas Duprey	106,280	9,820	116,100
Carly Eckles	75,209	3,338	78,547
Brooke Ehle	85,811	475	86,286
Daniel Espinoza	11,868	50	11,918
Christopher Estabrook	108,116	4,188	112,304
Jeffrey Farris	111,877	9,102	120,979
Maria Fiore	116,026	925	116,951
Elizabeth Friedman	116,026	905	116,931
Nicole Giorgio	56,903	700	57,603
Leonie Glen	116,026	10,882	126,908
David Gomez	116,026	1,360	117,386
Judy Gooen	116,026	2,406	118,432
Richard Grady	116,026	1,881	117,907
Nicholas Grout	116,026	10,107	126,133
Joseph Gruseck	106,280	2,050	108,330
Hillary Havener	26,053	50	26,103
Alyssa Healey	75,767	2,582	78,349
Beth Hecker	109,435	7,769	117,204
Kerry Hennessy	64,899	1,150	66,049
Geoffrey Herrmann	73,618	18,606	92,224
John Hickey	116,026	12,434	128,460
Scott Huntoon	111,877	1,479	113,356
Ellen Hyman	105,081	4,414	109,495
Samuel Jekowsky	37,849	283	38,132
George Jenkins	59,872	1,170	61,042
Dara Johnson	116,026	16,158	132,184
Keith Kaplan	116,026	3,517	119,543
Dianne Kee	100,597	569	101,166
Maria Laskaris	116,026	2,255	118,281
Christopher Levasseur	116,026	11,807	127,833
Lindsay Li	116,026	3,475	119,501
Yanhong Li	116,026	1,423	117,449
Alejandro Linardi Garrido	109,435	1,410	110,845
Heidi Loando	103,296	792	104,088
Eric Lochiatto	59,342	225	59,567
Heather Lockrow	86,303	335	86,638
Kristen Loncich	95,590	4,471	100,061
Anita Lotti	116,026	7,866	123,892
Elliott Lucil	116,026	5,158	121,184

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Wendy Lutz	\$108,116	\$1,275	\$109,391
Angelo Macchiano	94,374	515	94,889
Kenneth Macie	71,281	865	72,146
Kara McAuliffe	50,298		50,298
Brett McCoy	108,116	2,510	110,626
Laura McGovern	116,026	5,394	121,420
Julie McKee	116,026	4,150	120,176
Brian McLaughlin	116,026	2,930	118,956
Elisabeth Melad	116,026	3,367	119,393
Alyson Melucci	68,834	2,833	71,667
Mary Memmott	40,730	750	41,480
Kelly Menice	116,026	4,645	120,671
Andrea Merrit	116,026	3,061	119,087
Peter Michaud	23,324	225	23,549
Tonya Milbourn	108,116	1,725	109,841
Kathleen Moley	116,026	8,189	124,215
Andrea Moran	76,756	1,969	78,725
Audrey Moran	111,877	3,137	115,014
Lori Morgan	120,083	1,700	121,783
Veronica Moy	108,736	9,161	117,897
Brigid Mullen-Richards	67,555		67,555
Erin Newman	78,693	4,692	83,385
Erin Newton	60,358	1,145	61,503
Brendan O'Hagan	93,985	110	94,095
Timothy O'Mara	77,944	7,234	85,178
Kelly Owen	62,937	2,489	65,426
Dianne Pappafotopoulos	80,477	1,170	81,647
Lisa Pearson	42,512		42,512
Sarah Pekar	54,872	2,088	56,960
Adelina Perez-Krebs	67,555	485	68,040
Kimberly Phelan	116,026	7,498	123,524
Joan Pierce	75,765	2,803	78,568
Janel Pudelka	111,877	7,098	118,975
Karen Raymond	100,596	16,852	117,448
Allison Rice	75,297	270	75,567
Amanda Rogers	79,003	7,998	87,001
Laura Romer	100,597	1,000	101,597
Wendy Rush	53,887	2,861	56,748
Stephenson Ryan	116,026	3,070	119,096
Jessica Rymut	62,105	954	63,059
Sandra Sammarco	100,597	883	101,480
Caroline Samoiloff	72,781	1,035	73,816
Janice Savery	54,058	800	54,858
Anita Sebastian	77,561	250	77,811
Catherine Simino	108,116	1,335	109,451

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Leigh Simon	\$73,618	\$3,738	\$77,356
Marsha Sirull	70,160		70,160
Joelle Sobin	88,532	4,518	93,050
Carol Spezzano	98,622	8,122	106,744
Laura Sukys	62,105	700	62,805
Michael Sweeney	87,255	1,725	88,980
Leah Swinson	62,667	2,036	64,703
Mark Thompson	111,877	985	112,862
Patricia Uniacke	116,026	1,620	117,646
Alison Von Rohr	74,378	10,093	84,471
Rebecca Waterman	57,538	921	58,459
Richard Waterman	89,983	85	90,068
Robert Williamson	80,516	11,821	92,337
Olivia Woodward	116,026	3,630	119,656
Hannah Wright	85,811	8,110	93,921
Kimberly Wynn	49,224	2,795	52,019
Food Services			
Lori Comiskey	15,744	635	16,379
Kimberley Fangel	21,819	466	22,285
Katie Jackson	16,622	390	17,012
Judy Jacobsen	19,811	1,017	20,828
Lisa Johnston	31,269	1,150	32,419
Stephanie Landolphi	17,916	645	18,561
Bonnie Turco	25,232	818	26,050
Maria Vaccaro	7,772	235	8,007
Mary Varone	439		439
Anne Wong	18,925	635	19,560
Health Services			
Janet Chandler	77,486	900	78,386
Kerry Laurence	108,116	450	108,566
Emily Lawson	18,720		18,720
Jessica Lutz	103,026	1,125	104,151
Krishna Mahoney	3,000		3,000
Kimberly Nehiley	200		200
Margaret Parsons	81,442	900	82,342
Kirstin Santos	1,030		1,030
Jill Sullivan Mauro	600		600
Aimee Versaw*	8,259		8,259
Information Technology			
Kurt Bonetti*	60,095		60,095
Wesley Chiu	3,497		3,497
Lucan Curtis-Mahoney*	32,619		32,619
Henry Jones*	85,936	4,000	89,936
Diane Robin*	77,455		77,455

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes			
Kelsey Babigian	\$2,280		\$2,280
Douglas Barone	3,220		3,220
Debjani Bhattacharyya	2,925		2,925
Eve Buchhalter	805		805
Nicole Corbett	22,720		22,720
Mark Dondero	18,094	\$255	18,349
Scott Foley	5,436		5,436
Tanya Gallagher	190		190
Dorothy Kaija	11,205		11,205
Diane Keverian	1,955		1,955
Kathleen Larche	13,860		13,860
Sierra Lazenby	18,094	25	18,119
Keenan Moore	8,740	140	8,880
John Soraghan	9,998	76	10,074
Peter Vangsness	3,795		3,795
Yi Zhang	95		95
Support Services			
Despina Arabatzis	3,960		3,960
Susan Benson	450		450
Elizabeth Carlson	10,533		10,533
Andrea Cassidy	13,143		13,143
Sarah Cheslock	8,000		8,000
Louis Dittami	375		375
Steven Durning	4,125		4,125
Johanna Edelson	13,808	605	14,413
Ardys Flavelle	6,923		6,923
Adam Henry	6,195		6,195
Jacqueline Johnson	20,145		20,145
Linda Lannon	450		450
Claire Mackay	13,602		13,602
Callan Mirowitz	3,738		3,738
Laura O'Garr*	56,573		56,573
Anne Picardo	278		278
Katherine Potter	4,218		4,218
Kenneth Potts	150		150
Cathleen Shachoy	1,803		1,803
Brian Verdy	2,150		2,150
Patricia Williamson	20,119	40	20,159
Grand Totals	\$18,055,837	\$1,049,621	\$19,105,458

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

Report of the Minuteman Regional Vocational Technical School Committee

Ford Spalding, Dover Representative, Minuteman School Committee
Chair, Minuteman School Building Committee

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: animal science, 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, 2021, enrollment at Minuteman included three Dover students. The school began the 2021–22 school year by welcoming 195 ninth-grade students, its largest freshman class in more than 20 years. Ninety-six percent of the class (188 students) reside in one of Minuteman’s nine member towns. Across grades 9–12, in-district enrollment is at 82%, an increase from 59% during 2017–18 school year.

The total enrollment for the new school year at 668 students has brought the school over its building design capacity of 628 students. Minuteman is now in the midst of expanding the metal fabrication/welding lab on the northern wing of the building. In addition, a planned renovation of the East Campus building to accommodate the veterinary assisting/animal science clinic and training area has entered the design phase. The financing of these targeted, modest expansions—which will allow it to increase its capacity to approximately 800 students—will involve no additional borrowing, as the costs fall within the District Budget. Finally, as is appropriate, these expansions are serving as program projects for its students in the trade areas.

Expanding Pathway Programming

Minuteman is committed to meeting rising student career interests and the changing job market. One example is its recognition that veterinary medicine is one of the fastest-growing industries in America. According to the U.S. Bureau of Labor Statistics, employment opportunities will grow 16% by 2029, compared with 4% across all industries. During the pandemic, 20% of all households acquired a new dog or cat, according to the ASPCA.

In answer to this trend, the school launched an animal science program in fall 2021. The program is open to ninth graders, who can major in it for four years once selected. Students will receive practical hands-on instruction at veterinary clinics and hospitals, as well as benefit from our program advisory partners Blue Pearl Pet Hospital and Zoo New England. The industry-recognized credentials that students will receive will allow them to obtain entry-level jobs upon graduation or continue on in the pursuit of a technical or professional career.

In addition, Minuteman continues to meet workforce development needs through its adult evening programming, offered through the Minuteman Technical Institute (MTI). As a result of its having received multiple Career Technical Initiative grants from Governor Charlie Baker’s Workforce Skills Cabinet, MTI can continue to provide free programming in carpentry, CNC (computer numeric control) machine operation, and bio/medical laboratory technician training. Of note, in June 2021, MTI graduated an all-female carpentry class held in collaboration with the North Atlantic States Regional Council of Carpenters (NASRCC) of Boston.

Athletic Facilities

In October 2021, Minuteman opened the first of its three new synthetic turf fields to host football games and other sports. The multisport field includes an adjacent competitive running track. Two additional fields, set to open in spring 2022, will host a baseball complex with a multipurpose field, as well as a softball complex with an additional multisport field.

The entire athletic complex, located at the former site of the old school building, is a state-of-the-art addition to the Minuteman campus. The fields support home games and practices for boys’ and girls’ soccer, baseball, softball, and boys’ lacrosse (with the potential for girls’ lacrosse). Minuteman has a “no cut, no fees” policy to support all students who wish to pursue athletics to enhance their physical wellness and socioemotional development.

The long-term cost benefit and potential revenue of having home fields is clear. Minuteman will save funds by no longer needing to rent athletic space or pay for team transportation, and the school has recently hired a facilities coordinator to focus on renting out school facilities to mission-compatible outside groups and organizations.

District Budget

The approved District Operating and Capital Budget for Fiscal Year 2022 is \$27.6 million, a 12.3% increase over the previous year. Dover’s share is \$206,298 which includes operating, capital, and debt assessments.

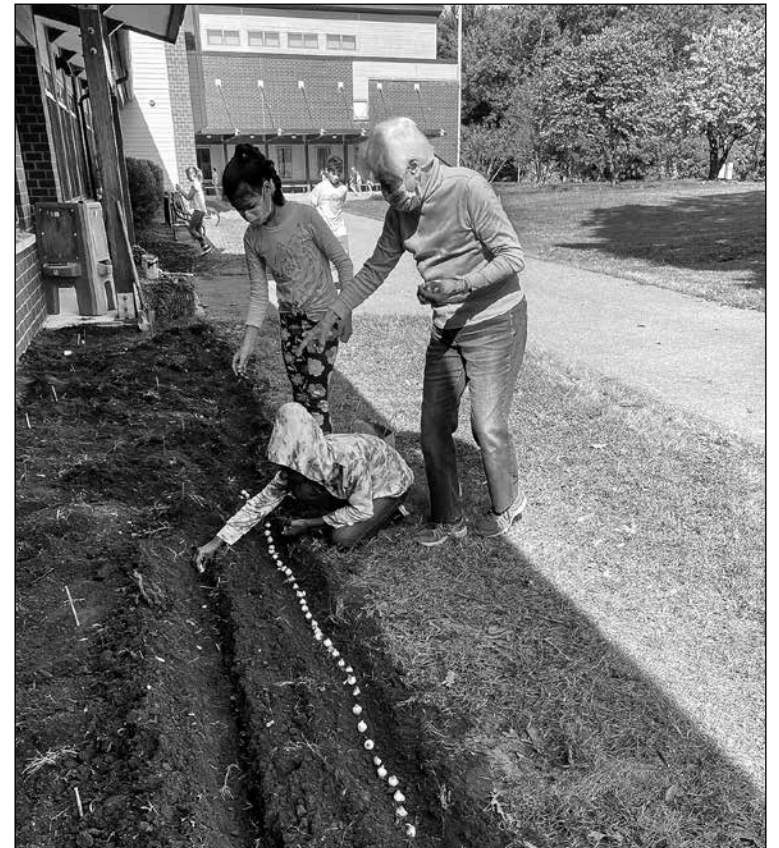


Photo by James Kinneen; courtesy of The Hometown Weekly.

DOVER

Health Reports

2021



Report of the **Board of Health**

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

Karen Hayett, Executive Assistant
Linda Baldwin-Lyons, Part-time Administrative Aide (FY22)
Michael J. Angieri, Septic Systems Agent
Felix Zemel, Well Agent
Jennifer Cronin, Animal Inspector

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.gov).

Staffing and Operations

The past two years have tested the Board of Health as never before, whether due to increases in “normal operations” or the COVID-19 pandemic. While the pandemic has stressed BOH resources, given the many hours of time required to address its continuing challenges, there is serious concern regarding the Board's obligation to meet other ongoing and future needs associated with its service to the Town.

It is important to note that despite the Town's population having grown from 1,100 residents to nearly 6,300 in the past 50 years, the BOH's employed staff size has remained constant at only one full-time administrative employee, and two part-time agents—the Well Agent and the Septic Systems Agent. Moreover, throughout the past six years, volunteer members of the BOH have been providing evermore supplemental support to operations and are becoming increasingly involved in efforts to address the Town's growing critical needs.

After years of requests made to both the Warrant Committee and the Board of Selectmen (BOS), the BOH was allowed to hire one part-time administrative aide, albeit only for Fiscal Year 2022. By comparison, the Town of Sherborn, with two-thirds the population of Dover, has, even prior to the pandemic, provided considerably more service to its residents with about 50% more staff hours and personnel.

Less-than-optimal staffing poses difficult challenges for the BOH, particularly given the unfortunate reality that some developers persistently seek to work around BOH and state regulations, especially with regard to housing room numbers, well performance, setbacks, and wetlands protection compliance, further burdening BOH members, who are spending significantly more hours in oversight and involvement.

In an effort to streamline activities and improve transparency, the Board has long sought approval from the Town Administration to implement an online permitting and workflow system comparable to that in use in many Massachusetts towns. Such a system would allow citizens and their contractors to easily submit permit requests, facilitate interaction with the BOH during the permit review process, and provide online access to permits upon their issuance. This same information would also be accessible by other Town departments and by the public. Between 2017 and 2018, the BOH sought and received funding from the Massachusetts State Legislature for such a system. Yet despite the advantages it would provide, and the fact that a BOH Agent, the BOH Chair, and the Town's Project Manager all have experience with implementing such a system, the Town has yet to approve its installation.

The aforementioned challenges regarding staffing, operations, and a ceaseless workload will not abate anytime soon, especially given forthcoming state requirements for servicing the community. The Commonwealth's SAPHE (State Action for Public Health Excellence) 2.0 legislative action will require local boards of health to deliver a higher level of service, more employee availability, and higher education standards. In recognition of this, the BOH, with funding by the BOS, has engaged a public-services consultant, who will review the BOH's organization and staffing structure, with a report expected by February 1, 2022.

COVID-19 Pandemic

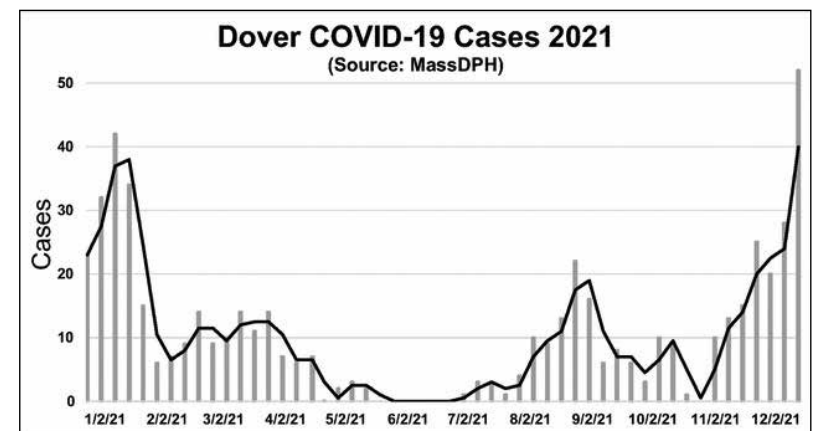
SUMMARY

The COVID-19 pandemic continued to be a concern for Dover throughout 2021. A winter surge caused by the Alpha variant, followed closely by the Beta variant, caused cases, hospitalizations, and deaths to rise significantly. The surge subsided by late spring, and there were several weeks during which there were no COVID cases identified in Dover. In early July, however, the much more transmissible Delta variant arrived and spread throughout Massachusetts, such that by mid-August, the incidence of cases in Dover rose substantially. Increased social activity associated with the Thanksgiving holiday caused further spread.

On December 9, wastewater testing by the Massachusetts Water Resources Authority identified the highly transmissible Omicron variant for the first time, and this discovery was followed within a few days by an extremely rapid rise in case numbers. Although the risk of serious illness and death due to Omicron in infected individuals was lower had been seen in previous surges, the dramatic increase in Omicron infectivity compared with other variants led to surges in both hospitalizations and deaths.

Vaccination first became available in January, and over time, most eligible people in Dover received a primary vaccine series, with many individuals also receiving a booster dose once it became available. And as vaccines were approved for adolescents and children older than five, most of our younger population was also vaccinated.

Throughout the year, federal, state, and local public-health agencies promoted mitigation strategies that included vaccines, facial masks, social distancing, testing, and contact tracing.



The gray bars represent weekly reports of the number of cases occurring in the previous 14 days. The black line is a moving average to smooth out spikes and allow trends to be more easily seen.

EPIDEMIOLOGY

Dover residents acquired COVID most commonly from social gatherings and within households, although a few clusters were traced to sports teams. There was little in-school transmission because of enforced social distancing and mask mandates in the schools. Most students who developed COVID acquired their infections through household spread or out-of-school social contacts. Household clusters were quite challenging for families if COVID spread in a rolling fashion among household members, thereby resulting in rolling quarantine requirements.

Only cases with positive tests processed in a clinical laboratory appeared in the state's database. Many epidemiologists believe that the true number of cases was at least twice the number of confirmed cases

through the first eleven months of the year. The true number of cases after the start of the Omicron surge in December is far greater than estimated by positive laboratory tests due to the significantly larger number of asymptomatic and unreported cases.

MITIGATION STRATEGIES

As the 2021 winter surge subsided, the state gradually eased many 2020 restrictions. A phased rollback, which eliminated capacity limits, mask mandates, some school restrictions, and many other requirements, was successful during the spring and summer. Dover-Sherborn schools reopened fully over the course of the year without evidence of significant in-school spread. When cases surged again in the late summer and fall, the state did not reinstitute the discontinued mitigation requirements.

Vaccination: COVID vaccination began in December 2020 and was initially rolled out to prioritized groups of adults over the course of the year. The Food and Drug Administration subsequently approved vaccination in children, and by the end of the year, all individuals five years of age and older were eligible. Dover adult vaccination rates exceeded 95%, and children's rates were also very high when compared with statewide averages.

Face Masks: By 2021, it had become clear that exhaled aerosols and droplets were overwhelmingly, if not exclusively, the modes of viral transmission, and that masks were effective at reducing transmission. Massachusetts eliminated general mask requirements, except for in schools, but advised the wearing of masks indoors and left decisions about mask mandates to local public-health officials. In August, as Delta variant cases rose rapidly, Dover instituted a mask mandate for publicly accessible buildings as did many other municipalities. Although some residents and businesses objected, there was broad public support for the mandate, which was still in effect as of the beginning of 2022.

Social Distancing/Ventilation: Many Dover residents minimized social contacts with others and moved social events outdoors whenever possible. The Town conducted some of its official business remotely and limited public access to the Town House and Caryl Community Center while it completed work on ventilation and air filtration measures recommended by the Board of Health and the Town's mechanical-engineering consultants.

Contact Tracing: Dover Public Health Nurse, Alyssa Kaiser, RN, of the Natick Walpole Visiting Nurse Association was responsible for contact tracing in Dover. The Regional School District nurses coordinated their contact tracing with Ms. Kaiser. During surges, the Contact Tracing Collaborative (CTC) of the Massachusetts Department of Public Health (MassDPH) assisted. Contact tracing was time-consuming but likely effective at limiting the spread of infection. The CTC was disbanded at the end of November, just before the emergence of Omicron in Massachusetts. When COVID case numbers reached an unprecedented level in December,

MassDPH decided that it would be impossible to contact trace all cases and instead decided to focus on schools, childcare settings, case clusters, and congregate living facilities.

Testing: Early identification and isolation of cases limits spread of the virus, and Dover residents used many local testing sites for diagnostic testing. Home test kits, which became available in the fall, significantly lowered the barrier to testing for many people, although test kits were in short supply through the end of the year.

ROLE OF THE BOARD OF HEALTH

Throughout 2021, the BOH met frequently to discuss the pandemic, sometimes as often as three times weekly. It met regularly with Sherborn Board of Health representatives and with informal volunteer consultants, including Marion Neutra, PhD, John Quackenbush, PhD, and Jeffrey Waldron, MBA. BOH representatives from both towns also served on the Health and Hygiene Subcommittee of the Dover-Sherborn Schools Reopening Committee.

Other COVID-related Board activities included:

- publishing weekly COVID updates;
- promoting vaccination, including for homebound individuals;
- reviewing safety protocols for entities such as the Town offices, the Annual Town Meeting, the Town Library, Parks and Recreation, the Council on Aging, the Transfer Station, the Regional Schools, Dover-Sherborn youth sports, Dover's three childcare centers, The Connors Center, Charles River School, Elm Bank, and day camps; and
- consulting with residents, Town offices, and businesses regarding specific responses to cases.

Water Quality and Supply

Dover residents typically first interact with the BOH on matters related to drinking water and sewage disposal. With the important and limiting 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 2021 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.

Specific examples follow to illustrate the current increased workload and demands placed on staff and Board members' time to address changes that, in most cases, have come about due to Town growth.

PRIVATE WELLS

In 2021, nearly two-thirds of the 2,160 households in Dover relied on private wells located on residential properties. The BOH Well Agent is responsible for: processing permits for new wells or well improvements; inspecting both the construction of new wells and repairs and modifications made to existing wells, including when additional bedrooms are constructed; ensuring that flow rates and quantities are satisfactory; and presenting findings to BOH members.

Water quality and quantity tests are required prior to any transfer of ownership (title change) 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 be accessible from the street to enable maintenance, such as pump replacement or re-drilling.

In 2021, 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. It is very important to note, however, that the building of, mostly larger, homes in previously undeveloped areas has amplified the time and effort spent in search of potable water, as shallow “dug wells” or well points installed in older neighborhoods in years prior to the 1960s have gone dry. New houses in “new areas” have required deeper drilling, multiple drilling attempts—even as many as five—or high-pressure fracking, with some attempts failing altogether. Moreover, the Board has had to respond to questionable well-installation practices by requiring the use of flow meters at all pump tests to ensure an accurate recording of a well’s capacity (replacing the subjective method of dumping water into a 5-gallon bucket).

Worrisome practices related to well permitting are also on the rise, with instances of work commencing without permits in place, of permits misidentifying plan locations or the scope of work, and even of pressure brought by developers and even homeowners on licensed contractors to act outside the boundaries of filed permit conditions.

Well Permitting: In 2021, 15 permits were issued for new potable water supply wells, and site review and pump tests were performed on existing wells where maintenance was required. Five permits were issued for irrigation wells. Five wells were improved by fracking and two wells by deepening through drilling. Seven wells were decommissioned (abandoned). As a result of well-site monitoring, the BOH required the execution of proper procedures for well abandonment and closure, including the removal of disused equipment and filling of the well hole, which are 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. As wells necessitate deeper drilling to obtain sufficient flow rates, the BOH has 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 (www.mass.gov/private-wells). In 2020, MassDEP introduced a public web-based searchable database of groundwater wells (www.mass.gov/service-details/well-database).

PUBLIC WATER SUPPLIERS (PWS)

Thirty-five percent of households in Dover (747 homes) are serviced by seven PWS companies regulated by Massachusetts Department of Public Utilities (MassDPU) and MassDEP. The Town center, including its municipal and commercial buildings, together with nearby residences, is supplied by the Aquarion Water Company (formerly Colonial Water Company) through the distribution system of the Town’s (Dover Water Department’s) original piping infrastructure. 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 Aquarion Water Company.
- **Aquarion Water Company:** 607 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:** 44 households (sourced from Natick Public Works)
- **Meadowbrook Water Trust:** 26 households (sourced from Natick Public Works)
- **Old Farm Road Water Trust:** 15 households
- **Precious Beginnings:** daytime preschool
- **County Street, Route 109:** 55 households (sourced from Walpole Public Works)

Water contamination occurred for the second year in a row involving the Colonial Water Company system. The Town has no governance over the operations of the company, which is regulated by MassDEP. A “boil water” order was issued by MassDEP that extended for many weeks, and the company’s system subsequently sustained a continuing problem of discoloration and odiferous condition from manganese contamination.

WATER RESOURCES

At the request of the BOS, the BOH established the Water Resource Committee. For a full report the Committee’s activities in 2021, see page 167.

Septic Systems/Title 5

Since there is no access to a public sewage system in Dover, all buildings require a private sewage system, typically a septic tank and distribution field. Subsurface sewage disposal systems require proper operation and maintenance to avoid failure and expensive repair or replacement. 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 \$40,000. Note that certain pumps or other mechanical or electric devices installed in technology-based wastewater systems (Eljin, FAST, Presby, etc.) require maintenance according to the manufacturer’s maintenance schedule so as to prevent system disruption.

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 2021, the BOH continued to monitor the required maintenance of wastewater systems by requesting residents to submit servicing documentation. Pumping records are submitted by the pump companies to the BOH’s office.

Title 5 Certification: Title 5 requires that homes put up for sale must undergo a soil evaluation performed by a licensed soil evaluator and to present a Title 5 certification of proper functioning of the system. As building teardowns continue, the BOH is increasingly requiring 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.

Other Title 5 Activities: 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 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.

In 2021, the BOH was increasingly involved in many significant decisions regarding home septic systems. Multi-unit housing developments under Massachusetts General Laws Chapter 40B have particularly taken up a significant amount of time attending Board of Appeals meetings, communicating with the BOA’s consultant, and reviewing and requiring modifications of plans. The Caryl Community Center project has required similar efforts by Board members and agents. As more complex development of land and changes in land use have occurred or are planned, the BOH has become heavily involved in extensive plan review and interaction with the Planning Board and the Conservation Commission.

Permits Issued for 2021

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, or visit the MassDEP at www.mass.gov.

In 2021, the BOH issued following permits (reflecting a nearly a three-fold increase over previous years):

- 37 for soil evaluations and percolation tests
- 4 for upgraded septic systems for existing homes or previously developed lots
- 2 for new home constructions on vacant lots
- 3 for abandonment of wastewater systems
- 21 for septic system upgrades requiring advanced technology-based wastewater treatment (FAST/Eljin/other); and 7 for traditional drip systems that were issued for teardowns, followed by new home construction
- 14 for distribution box replacements

- 12 for ejector pumps
- 17 for installations using pump chambers
- 3 for general repairs (pipes, other)
- 90 Title 5 inspections reported, reviewed, and with some comments
- 27 deed covenants (restrictions) issued and recorded relative to room numbers or exclusion of garbage grinders
- 5 for demolition of buildings
- 18 for pools
- 10 for house plan reviews

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 very 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's report, page 205, for more information on this program.

Communicable Disease Prevention

Soon after the beginning of 2020, even more so during 2021, 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 154). Also in 2021, the BOH held its annual influenza vaccination clinic, during which approximately 500 doses of flu vaccine, including this year pediatric vaccines, were administered in a special "drive-through, nearly contactless" process conducted at the Phillip S. Luttazi Town Garage. 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, not only to the individual but also the public. Extensive scientific research on the demonstrated safety and efficacy of vaccination is widely available.

Environmental Health

In 2021, MassDEP introduced new regulations and 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. In a separate development, MassDEP solicited the BOH's assistance in seeking resident participation in water quality testing to determine the presence of any PFAS-family of contaminating chemicals as these contaminants also pose a danger to groundwater supplies (www.mass.gov/info-details/per-and-polyfluoroalkyl-substances-pfas).

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, along with a contracted public health inspector, worked to reduce the presence of vermin and rats in areas served by commercial dumpsters near business establishments. The BOH normally receives applications for one-day or temporary food permits for school and organization events and festivals. 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 at the Medfield Department of Public Works. 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, the cost of which is borne by the BOH.

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 2021, BOH members continued an ever-growing number of attendances at online meetings and seminars in participation with Massachusetts Department of Public Health (MassDPH), the Massachusetts Health Officers Association, MassDEP 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. The BOH had to respond to several citation notices issued by the Food and Drug Administration and MassDPH regarding violations by commercial enterprises in the sale of tobacco products.



Spot at Powisset Farm. Photo by Melissa Gilbert; courtesy of The Trustees of Reservations.

Animal Inspection and Quarantine

Jennifer Shaw 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.

The following animals were inspected in 2021:

Horses	80	Alpacas	2
Ponies	11 ponies/2 minis	Swine	5
Chickens	108	Boar	1
Goats	56	Donkeys	2
Ducks	34	Mules	2
Sheep	20		

Operators of farms in Dover are either removing or composting manure and feces in compliance with 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.

Although 2021 was a year of reduced incidence following a three-year cycle pattern, Eastern equine encephalitis and West Nile virus will continue to require vigilance, in particular during the summer and early fall months. 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 attended online meetings with MassDPH and the Massachusetts Department of Agricultural Resources in an ongoing effort to improve communications with state agencies. The BOH also continued 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.

Animal Vaccinations: 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. (Note: Due to health issues associated with the COVID-19 pandemic, the annual rabies clinic was not held in 2021.)

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.

Other Activities: BOH members attended Board of Appeals hearings to discuss renewal of dog park licenses and issues associated with goat herd management.

Elder Services

The BOH contracts with the Natick Walpole Visiting Nurse Association to provide many health clinic services, which are offered to Dover's senior citizens through the Council on Aging. For more information on available programs, see the association's report on page 174.

Communications

The BOH publishes occasional newsletters with timely health information, and in 2021 it continued providing information used to update the Town website on matters relating to the pandemic.

Report of the Water Resource Committee

Gerald L. Clarke, ScD, Chair

Gregory M. Kahoun

Justine Kent-Uritam

Carol Lisbon

Ronald Myrick Jr.

Robert Zockoff

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 the Aquarion Water Company (formerly Colonial Water Company), the 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 Annual Town Meeting authorized (through Article 12) the Board of Health's Water Resource Committee (WRC) to obtain evidenced-based information on Dover's groundwater supplies, and the Town provided the WRC with \$150,000 for that purpose. The final report of that project, together with subsequent details, is available on the WRC's Web page at www.doverma.gov.

Committee Activities

The year 2021 provided a period of respite from recent years of severe drought. The Committee reviewed and revised its signage to be used if the Commonwealth declares an outdoor water use restriction, which was less of an issue given the bountiful precipitation.

The Committee's work focused on expanding the number of ground-water monitoring wells to improve the collected data. State funding was used to acquire and install a number of high-precision weather monitoring stations throughout the Town so as to build a set of data that will provide a better understanding of the recharge of groundwater available for well access that comes from precipitation. The years during which droughts occur are obviously a major concern; however, the actual situation is more long term, given growing land use development, which brings with it more runoff than infiltration and higher water demand. Of particular note, is the increase seen in large outdoor landscaping and unregulated irrigation systems, despite the state's enactment of laws that regulate such systems.

Throughout 2021, WRC members actively participated in virtual meetings held by the Massachusetts Water Resource Commission and the Drought Management Task Force to stay informed and involved in discussions on water conservation. Committee members also reached out to other communities and water conservation organizations for information on how they communicated with citizens on matters of water conservation and how regulations were drafted. The Committee continued to engage with Town personnel, as well as with Kleinfelder, the engineering firm that authored the aforementioned groundwater supply report for the Town.

Water quality was a major area of research and citizen concern in 2021. The Commonwealth implemented a program of testing to determine the degree to which potable water in the state is contaminated with a class of long-lasting chemicals, commonly known as PFAS, which are produced from manufacturing, but also used in many consumer products.

Water quality affecting some 28% of the households became a difficult matter when customers of the former Colonial Water Company were subjected to both E. coli contamination and then water discoloration and contamination from manganese diffusion in the company's supply. However, since this matter is outside the legal jurisdiction of the Town's governance, the Committee could only act as an advisor to citizens.

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. However, as was evident in 2020 and 2021, Natick's use and access to Elm Bank water is subject to restriction as the Massachusetts Department of Environmental Protection causes the cessation of use during times of low water flow in the Charles River. Should Dover ever require the use of Charles River water, it has the legal right to use water drawn at Elm Bank.

Report of the **Tick-Borne Disease Committee**

Stephen Kruskall, MD, Chair
Tim Holiner
Matthew Schmid

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

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 emails 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).

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 and 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-five hunters were certified for the 2021 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 21 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 Beth Zaffino.

Report of the **Norfolk County Mosquito Control District**

David A. Lawson, Director

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

Surveillance

NCMCD engages in an intensive mosquito 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.

In 2021, we had 116 requests for service. We submitted 16 samples and no isolations were found.

Water Management

NCMCD engages in important activities that are integral to managing waterways that can contribute to mosquito breeding. These activities include communication with residents and town, state, and federal officials; site visits; monitoring; wildlife management; and land surveys, while also maintaining regulatory compliance. 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: 10
- Drainage ditches checked/hand-cleaned: 11,080 feet
- 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, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program aids in our decision to effectively target culprit locations.

- Spring aerial larvicide applications (April): 0 acres
- Summer aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 16.3 acres
- Abandoned/unopened pools or other manmade structures treated: 0

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 surveillance program, along with service request data and state-of-the-art GPS and computer equipment, allows us to focus our treatments on targeted areas. In 2021, NCMCD sprayed, by truck, 3,105 acres with ultra-low-volume aerosol applications of adult mosquito insecticide.



Photo courtesy of the Parks and Recreation Department.

Report of the
Animal Control Officer

Lori Sallee

Type of Call	# Calls
Loose, Missing, Returned Animals	129
Dogs Hit by Motor Vehicles	4
Dog Bites	21
Other Animal Calls	125
Deer Hit or Killed	24
Total Calls	303

Citations Issued	67
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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, FHH, CEO
Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist/Coordinator
Quadriqua Brooks, RN, Public Health Nurse Specialist
Jen Baldner, RN, 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 two geriatric nurse practitioners. 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 Coordinator, whose primary role is to provide public health services and educational programs for the towns we serve. This year we added Quadriqua Brooks and Jen Baldner to the public health nurse team. The COVID-19 pandemic increased the volume of communicable disease follow-up that was needed and made it necessary to have more nurses to ensure backup in times of high COVID acuity.

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 Massachusetts Virtual Epidemiological Network (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.

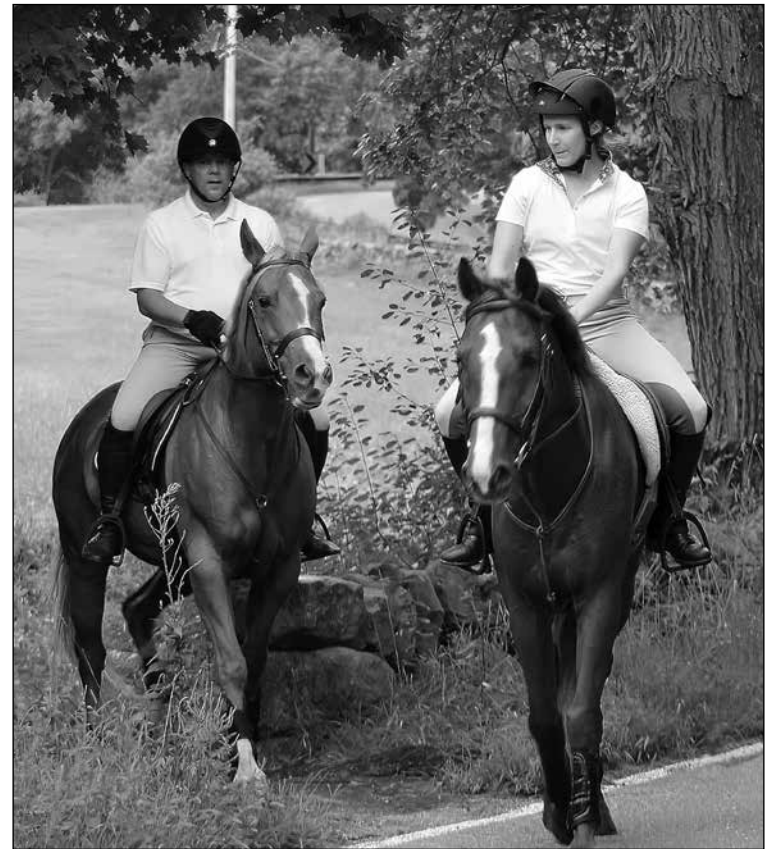
2021 Public Health Statistics for Dover

COVID-19 tracking/tracing and MAVEN follow-ups: 553.25 hours

DOVER

Land Use Reports

2021



Report of the **Planning Board**

Carol Lisbon, Chair
Jody Shue, Vice Chair
Scott Freedman
William Motley
George Sidgwick
Valerie Lin, Associate Member

Susan Hall, Part-time Planning Assistant
Courtney Starling, Land Use Director

The Planning Board is composed of five full members elected on a rotating basis, each for a five-year term, and one associate member elected for a two-year term. Its duties are set forth in various state laws (e.g., Massachusetts General Laws [MGL], Chapters 40A and 41) and the Town of Dover Zoning Bylaws (e.g., Chapter 185, Zoning Bylaws). Midterm vacancies on the Board are filled by appointment by the remaining Board members and the Board of Selectmen until the next election, at which time the newly elected member serves for the remainder of the term. The Land Use Director and the part-time Planning Assistant support the work of the Board.

The Planning Board appoints one of its members to serve on the Open Space Committee. Its members also attend the meetings of other Town boards and participate in ad-hoc committees, such as the Hale Reservation Task Force, that address planning issues.

Board Review and Approvals

In 2021, the Board held 20 public meetings on a wide range of issues summarized as follows:

Subdivision Applications: Pursuant to state 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 2021 there were no Definitive Subdivision Applications or Preliminary Subdivision Applications. The Board also 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, and it takes into consideration factors such as public safety, as well as potential impact on existing structures, open space, and Town resources. In 2021, there were 20 Preliminary Site Plan Review applications.

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. In 2021, one sign application was submitted and permit issued.

Scenic Road Applications: The Board has jurisdiction over the Town's 27 designated Scenic Roads. Pursuant to state and local laws, a person must obtain permission from the Planning Board, after a public hearing, before altering any trees or stone walls within a Scenic Road right-of-way. In 2021, the Board received several applications for determinations for which hearings were not required, but it did not receive any applications necessitating a hearing.

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 2021, the Board endorsed four ANR applications. Given the interest of nearby property owners in proposed ANR plans, 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 personal wireless service facilities, off-street recreational parking in a residential district, and new or altered buildings or structures in the Business, Medical-Professional, and Manufacturing Districts of Dover. The Planning Board reviewed and approved a change-of-use application within the Medical-Professional District on Springdale Avenue to construct a child-care facility, which required site plan review even though the use is allowed as-of-right.

Other Business

Strategic Planning: Throughout 2021, the Board engaged in several key strategic planning activities to better position the Town to manage growth, protect open space, mitigate climate change, and become more fiscally sustainable. The Board completed a Housing Production Plan, pursuant to MGL Chapter 40B, and published its draft Hazard Mitigation Plan in January 2022. It also kicked off its new Village Center Visioning initiative, for which it is seeking feedback, and ultimately consensus, from the Town citizenry regarding the future uses and desired architectural character of the Town center, to help guide the upcoming redevelopment of the area.

Grants: In 2021, the Board also applied for grants to fund an Americans with Disabilities Act Section 504 Self-Evaluation and Transition Plan for all municipal buildings, a Natural Resource Protection Zoning (NRPZ) bylaw, a tree preservation bylaw, and several infrastructure-related projects. The NRPZ and tree preservation bylaw grants were successful, and these projects will commence in 2022.

Farm Street Parcels: The Board of Selectmen requested the Board's input on the exercise of its statutory right of first refusal for the purchase of four parcels of land on Farm Street due to its MGL Chapter 61A tax status. The Board recommended that the Selectmen not consider purchasing the property.

Zoning Bylaw Changes: In 2021, the Board pursued its consideration of further zoning changes to allow development while protecting significant natural resources. It finalized an update to the 1986 Accessory Apartments Bylaw (Chapter 185, Section 43 of the Town of Dover Bylaws) to remove arbitrary requirements, upgrade the permitting process, and develop design standards for accessory units. The Board has also been working on updating the Table of Uses and Definitions within the Zoning Bylaws, updating the Floodplain Overlay District as required by FEMA to participate in the FIRM program, and identifying and accepting trail easements that were granted during permitting over the past decade, but which were never accepted at Town Meeting. These four zoning-related items will be considered at the 2022 Annual Town Meeting. The Board also intends to conduct a comprehensive review of the Zoning and Subdivision Bylaws and the Planning Board Rules and Regulations in 2022.

Dover Master Plan: The Board continues to pursue the implementation of the specific recommendations listed in Section IX of Dover's Master Plan, last adopted in 2012. Although prior recommendations have been implemented, there has not been much progress. In the absence of an update, the Board has endeavored to develop full plans for each required topical element typically found in a master plan, prioritizing those plans that are required by state or federal law, or both, to ensure the Town's legal authority to proactively manage its growth as well as its eligibility to participate in state funding programs. The Land Use Director and Board liaison to the Open Space Committee (OSC) have been working with the OSC on updating the current Master Plan, with completion expected in 2022. Prior master plans and related documentation can be found on the Board's Web page on the Town of Dover website (www.doverma.gov), where visitors can also access detailed information on the Board's initiatives and work product. We hope that Dover's citizens find this information useful and welcome your input.

Membership

The past year brought significant changes in Board membership, beginning in January with the hiring of Land Use Director Courtney Starling, AICP, to coordinate all land use activities within the Town. In May, long-time Board member Mark Sarro retired after serving for 15 years; and in August, former chair Carol Chirico relocated from Dover. The Board is immensely grateful to both for their service and dedication.

In May, former Associate Member Bill Motley was elected to a five-year term as a full member; and Scott Freedman was appointed to fill

the unexpired associate member term, and then in September to fill Carol Chirico's unexpired full member term. In December, Valerie Lin was appointed from among four candidates to fill the remainder of the associate member term expiring in 2022. The Board thanks the other three candidates for offering to volunteer their help and time. It also thanks Steven Natola and Brianna Allen, who served the Board as summer interns.



Photo by Desmond Brown.

Report of the **Zoning Board of Appeals**

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

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 decision becomes final after the legally prescribed appeal period, provided no appeal is taken.

During 2021, the Board received seven applications.



Photo by Douglas Dummer.

Report of the **Highway Department**

John Robert Tosi Jr., Interim Superintendent of Streets

Maintenance

To effectively control water runoff, berm was installed on Willow Street, Hartford Street, Tower Drive, Yorkshire Road, and Sterling Drive. We continue to clean up 1,200 catch basins twice a year as required by the Massachusetts Department of Environmental Protection and to haul the material to an approved disposal site.

The Highway Department brought in a MORBARK 1300 Tub Grinder to grind up approximately 300 yards of storm debris. We contracted out the painting of 600,000 feet of street markings that included crosswalks and stop bars throughout the Town.

The Department's team members rebuilt and repaired catch basins and manholes on Strawberry Hill Street, Valley Road, Centre Street, Sterling Drive, Main Street, Village Hill Road, and at the Protective Agencies Building. Claybrook Road is currently undergoing preliminary stages of redevelopment and road stabilization.

Tarvia

In keeping with our five-year pavement management plan, we applied approximately 1,900 tons of asphalt to Westfield Street, Haven Street, Cranberry Lane, and Valley Road.

Solid Waste (Transfer Station)

In 2021, Dover residents threw away 1,311 tons of solid waste that was transported mainly by Highway Department personnel in 135 trips to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 205) for the tonnage of recycled materials collected. We are especially indebted to Wade Hayes for keeping the Transfer Station open and operating with efficiency throughout the year.

Solid Waste Tonnage to Millbury

2015	2016	2017	2018	2019	2020	2021
2,128	1,921	1,327	1,247	1,233	1,348	1,311

Per-Ton Tipping Fee (\$)

2015	2016	2017	2018	2019	2020	2021
64.00/ 64.00	64.00/ 66.00	66.00/ 67.17	67.17/ 68.18	68.18/ 68.97	68.97/ 69.82	69.82/ 71.08

Cost for Solid Waste Disposal at Wheelabrator (\$)

2015	2016	2017	2018	2019	2020	2021
136,216	124,832	88,331	84,409	85,881	93,825	92,358

Streetlights

The Town owns and maintains 67 overhead streetlights.

State Aid (Chapter 90)

We did not use any state-aid funds this year.

Snow and Ice

Winter 2020–21 brought approximately 30 inches of snow, beginning with an October 30th storm! In addition to the plowable snow, there were approximately 18 occasions that our sanders went out to deal with ice, which was most often caused by water runoff due to melting days and freezing nights. The following log represents our responses to the season:

Date	Snow/Ice	Inches	Equipment Used
December 2020			
30	Snow	4	Sanders/Plows
December			
5	Snow	3	Sanders/Plows
16–17	Snow	13	Sanders/Plows
February 2021			
9	Snow	4	Plows/Sanders
20	Snow	6	Plows/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, Superintendent of Building Maintenance, and his staff for keeping the building in excellent condition.

Appreciation

I thank my dedicated team members, past and present, the Cemetery Department, and the Parks and Recreation Department for another great year of working side by side. I also want to recognize the boards and committees for their support and time. A big thank-you to the many groups who donate their time and materials to maintain the various landscape islands throughout the Town, including The Garden Continuum, Strawberry Hill Landscaping, and Betty Brady. I also want to thank all of the dedicated Recycling Committee members for their time, support, and events to promote and encourage the Town's recycling efforts.



"Claybrook Walk." Photo by Howard Reisman.

Departmental Note

Sadly, Craig Hughes, our former Superintendent of Streets of 34 years, passed away suddenly on July 15, 2021, surrounded by his family and friends. He was a lifelong Doverite and cared deeply about the Town. He is missed by many.

Report of the Parks and Recreation Commission

Chris Boland, Chair
Eric Loeffler, Treasurer
Jennifer Daman, Secretary
Jennifer James, Commissioner
Michael Gilio, 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

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 we continue to retool some of our programs for a post-pandemic world, 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.

Program Growth: In 2021, P&R saw greater participation in many programs from the previous year, including with Summer Club and Summer Tennis, as the community continued to recover from the pandemic and as public schools moved from hybrid to in-person learning. P&R worked closely with the Board of Health to make sure our programs followed all local, state, and federal guidelines for the safety of staff and participants. It also initiated a new text-message wellness reporting system that parents found helpful and reassuring. For programs that did not run from February 2020 to September 2021, it was a rebuilding/transition year. We sought to bring in new participants through such marketing efforts as trial classes and social media blasts. Moving forward, we hope to introduce additional programs and enhance current offerings to support the recreational needs of various age groups.

Multi-Season Programs

Baseball/Softball Club, T-Ball, and Baseball Lessons: The Dover-Sherborn Youth Baseball and Softball Club (DSYBS) players and coaches were thrilled to get back out on the field. More than 200 players in grades 1–6 participated in the program. In addition, Dover-Sherborn entered four teams in the Babe Ruth Tri-Valley League to accommodate three teams and 51 players in grades 7–9 (boys). Thank you to the many volunteer coaches and program organizers. Families introduced their younger children to the baseball field at two new weekday classes. Coach Pete Sylvester ran an Intro to T-Ball class for eight PreK kids and Mark Ghiloni taught Intro to Baseball to 12 kindergarteners. In the fall, Coach Pete taught three classes ranging from PreK to second grade and Mark taught one PreK class to a total of 37 children.

Caryl Art Club: In April, P&R's Assistant Director Nicole DiCicco relocated this popular program from the Town House back to the Caryl Community Center, where sessions continued throughout the year with an average of seven students per session.

ESports MetroWest Tournament: P&R once again collaborated with GGLeagues and other MetroWest P&R departments on esports tournaments, giving Dover gamers a chance to engage in neighborly competition in such games as Madden, Super Mario, Smash Bros, and Fortnite. The league cross-promotes with hashtags such as #metrowestrec-recreation, #massrpa, #doveresportsleague, and each participating town's social media tag (for example, #doverrec).

Hikes + Crafts: Every Wednesday between March and December (breaking only for July), Assistant Director DiCicco led groups of kids on various Dover trail walks, each of which ended with a seasonal nature-based craft. Every session registered the maximum number of hikers (seven to eight participants). Nicole also offered birthday and special event hikes that were perfect for small, safe outside gatherings.

Hip Hop: Aly Pereira taught basic Hip Hop movement in March and April via Zoom, bringing her skills and energy into the homes of four participants ages 6–10. Hip Hop returned to the Caryl Community Center in the fall with five participants, who performed for a limited number of family and friends at their final class.

Ice Skating Lessons: Our ongoing partnership with The Skating Club of Boston/Boston Skating allowed us to offer classes between September and June at their new Norwood facility. Its Micheli Center boasts three rinks, including an Olympic-sized arena. This great local program offers various levels and types of skating and helps participants learn and refine their skating skills. In 2021, 45 participants attended classes with most of them registering for beginner basic skills classes.

Maplegate Golf Clinics/Lessons: P&R was happy to continue its partnership with Maplegate Golf Course in Bellingham. The Summer Clinics boasted a record 19 participants, with three golfers taking summer lessons. Programs at Maplegate run March through August.

Musical Theater: For 10 weeks, Aly Pereira directed eight young musical-theater students ages 6–11 in an abbreviated version of a Disney musical. A group of nine students enjoyed learning how to sing, act, and dance in the fall musical *Z-O-M-B-I-E-S!* Each class culminates in a fun, fresh performance during which every child can enjoy a few moments in the spotlight.

PROformance Soccer: Miles Alden Dunn continued the popular spring soccer program with limited attendance numbers for safety. A PreK group was also added, which filled up quickly. Fifty-one kids participated in the spring session—41 in the fall and 63 in the winter indoor session.

Tennis Lessons/Clinics: Instructed by Peter Cooper, the tennis program ran from April through October, with lessons held at the Caryl Park courts. More than 80 children and adults participated in early spring lessons and 18 students over the summer months. Also during the summer, Caryl Park courts were busy hosting 137 children who honed their tennis skills with Peter during weeklong clinics that were divided into age groups of 6 and younger and 7 and older. Eighty-two participants took lessons in the fall, and 26 students took lessons in the Caryl Community Center gym during the winter months.



Photo courtesy of the Parks and Recreation Department and The Hometown Weekly.

Spring Programs and Events

Safety Courses: Home Alone Safety was offered virtually for 19 tweens ages 9–11. Two sessions in February and March were held due to increased interest.

Awesome April Break: P&R ran programs April 20–22, with 25 participants creating art in the Petite Picassos PreK art program and enjoying the wilderness through Hikes + Crafts.

Welcome Spring! This outdoor family event was held on April 3 at the Caryl Community Center parking lot. Seventeen families (43 participants) painted and decorated flowerpots, played games, and danced to DJ-led music.

Eliot Hodgkins Fishing Derby: The Annual Fishing Derby at Channing Pond, held on May 2, featured lots of new prizes and plenty of fun for 50 participants.

Special Town Meeting K–5 Drop-Off: Knucklebones and P&R Assistant Director Nicole DiCicco, led 26 participants in invigorating games on the Dover-Sherborn Middle School and High School campus while adults voted on Caryl Community Center funding. Parents appreciated having drop-off activities available for their kids while they performed their civic duty.

Summer Programs and Events

Summer Club: In 2021, P&R was extremely fortunate to find a new home for Summer Club at the Connors Center, a beautiful Boston College property set along the Charles River in northwest Dover. With some COVID-19 restrictions lifted, the all-outdoors program was expanded from three to five days a week. P&R worked closely with the Board of Health and followed strict CDC guidelines for health and safety. About 90 children of elementary school age attended the five-week program. Registered participants in grades K–5 numbered 150. Thirteen Dover high school and college students served as counselors, and activities were planned and managed by adult supervisors. A newly implemented Leadership Training Program provided eight Summer Club volunteers an opportunity for growth and preparation for future counselor positions. P&R will continue the program and, in the coming years, possibly expand its mutually beneficial partnership with the Connors Center.

Summer Concerts: On select Tuesday evenings in July and August, P&R and the Town Library jointly held free outdoor concerts on the Town House lawn, where professional local musicians and outside talent entertained families as they enjoyed the summer weather. This summer, the bands included Group Therapy, Grace Morrison, and Eddy's Shoe Band. New for 2021, the Stacey Peasley Band helped families celebrate back-to-school with a well-attended concert on August 17. The fun family and kids' games offered by Knucklebones during the concerts was a hit with attendance ranging between 75 and 120 individuals per concert.

Family Outdoor Movie Night: Between June and September, the Town Library and P&R teamed up one Friday each month to present movies geared toward school-age children. The library set up its inflatable giant screen on the Town House lawn and kids enjoyed such features as *Raya and the Last Dragon* and *Dolittle*. We hope to continue this partnership and increase attendance in the coming year.

Pop-Up Playdates: P&R was delighted to bring Knucklebones games to Chickering Fields for an early school release day in June. It was such a hit that the program ran again for two sold-out events in September and October.

Fall Programs and Events

Coach Pete's Sports Programs: Following an 18-month hiatus due to the pandemic, Coach Pete Sylvester returned to lead fall programs. In addition to the T-Ball and Baseball programming mentioned on page 189, Coach Pete worked with 28 children in three elementary-age divisions for sports held on the Caryl Community Center's outdoor basketball court.

Dover Days Fair (Dover Dash 5K and Fun Run): Dover Days 2021 was a huge success according to vendors and participants alike. Everyone was excited to celebrate the community again. Hundreds of townspeople attended, and 34 vendors (67% of whom were resident businesses or non-profit organizations) set up along Dedham Street, on the Town House lawn, and on the Town Library lawn. P&R introduced new fair activities, including free Knucklebones games and mini family photo sessions with a professional photographer. The Dover Dash 5K boasted 24 runners and the Fun Run had close to 50 runners.

Erin's School of Dance: For a number of years, Erin McCann rented studio space and taught hundreds of students at the Caryl Community Center. She was known for her nurturing, positive teaching style among local families. The dance school was closed throughout the pandemic, but it opened again this past September under the auspices of Parks and Recreation. In the first session, 24 students danced with Erin (only three of them had been her students prior to the pandemic). P&R will continue building its partnership with Erin and looks forward to having a dedicated movement and dance space in the new community center.

Elite Tae Kwon Do: Master Jean Theodat, a former World Karate Championship competitor and sixth-degree black belt, also returned to the Caryl Community Center after an 18-month absence. P&R and Master Theodat are working to increase registration for youth and adult Tae Kwon Do students, including offering free trial classes and other incentives.

Flag Football Turkey Bowl: To celebrate the holiday and support Dover-Sherborn High School athletes prior to their annual Thanksgiving Day game against their long-time rival Medfield High School, Coach Pete and P&R held the inaugural Turkey Bowl on early release day. Twenty-six

students from K–grade 2 faced off on Chickering Field, while the grade 3–5 division had 32 participants. Each player received a commemorative T-shirt and looked forward to next year's bowl game.

Pumpkin Decorating: On a rainy Halloween afternoon, masked families arrived at the Caryl Community Center and were directed to their own table complete with decorating materials and a pumpkin for each child for this second-annual event. Two time slots were offered to keep families safe and well distanced, allowing 35 costumed participants to enjoy creating their masterpieces. DJ Jim played games and music with the kids, who each left with swag bags filled with treats and prizes provided by P&R.

Virtual Halloween Costume Contest: The second-annual Costume Contest was held virtually, with families submitting their photo entries via social media and email. Children and families competed in four categories for three age groups (PreK–1, grades 2–4, and grades 5–8) as well as a family/group category. The virtual contest was well received with 29 entries, and prizes were awarded to the top two or three entries in each category.

Winter Programs and Events

Coach Pete's Indoor Sports: During the winter season, indoor sports programs provided fun opportunities for kids to socialize and hone their athletic skills. Coach Pete instructed 21 children of elementary age in Floor Hockey on Mondays, 16 students in Basketball on Tuesdays, and 14 students for Wacky Gym Game on Wednesdays.

Cookie Decorating K–5: P&R staff members joined Coach Pete for a Friday evening drop-off event at the Caryl Community Center, where 20 children of elementary school age created winter crafts, played a variety of gym games, and decorated cookies. Parents and caregivers were happy to get some holiday shopping in, and the kids had a terrific time.

D-S Middle School Ski Program: The DSMS Ski Program provided students in grades 6–8 with the opportunity to spend Friday afternoons and nights skiing at Nashoba Valley Ski Area in Westford, MA. For six consecutive Fridays in January and February, skiers and snowboarders enjoyed a few hours of skiing and camaraderie. Due to a severe national bus driver shortage, however, the program could not accommodate all the middle-schoolers who wanted to participate. A second registration option was added with no transportation included for those interested in arranging carpools. P&R will adjust its plans going forward. We thank the parent chaperones, without whose help this program could not run.

Intramural Basketball: P&R's informal intramural basketball program offers players a great venue for developing skills and playing with friends in grades K–3. More than 85 players enjoyed the program, the success of which is attributable to the parent volunteers who serve as coaches. We thank them for their assistance.

Pickleball: The Council on Aging and P&R coordinate this free program that takes place every Monday, Thursday, and Friday in the Caryl Community Center gym. We hope demand will continue to increase with more cross promotions.

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 number of participants returned to pre-pandemic numbers with 19 students registered.

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 Phillip S. Luttazi Town Garage.

Caryl Community Center: In 2021, the Park and Recreation Commission and staff were deeply involved in the planning of the new Caryl Community Center, working with the Community Center Building Committee, the Town Administrator, the Buildings Superintendent, the Council on Aging, and the Caryl Management Advisory Committee. The first half of the year was spent researching and advocating for building elements that align with the P&R Department's mission statement and future goals for the changing needs of the Town. At the Special Town Meeting held on June 12, 2021, Dover citizens resoundingly approved funding for a new center, after which work shifted to planning for construction phase storage and the relocation of the Parks and Recreation office to the Town Garage, set for March 2022. P&R researched and secured alternative spaces to allow indoor programs, such as sports lessons, tae kwon do, and dance, theater, and art classes, to be held between the groundbreaking for the new community center and its expected opening in fall 2023. We are excited for the new center and the new programming potential it represents for the Town of Dover.

Parks: The ongoing exponential increase in park, playground, and trail usage continued throughout 2021 upon the recommendation of public-health officials. Dover residents, especially families, took advantage of open spaces for exercise and as a safer means of conducting socially distanced gatherings. Throughout 2021, the Department completed many maintenance projects. The remaining unpaved portion of the Caryl Park parking lot was paved and a new field sign was installed. New lights were installed at the tennis courts to allow longer use during the winter and early spring months, weather permitting. 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.

Channing Pond: We continue to open the pond for winter skating as often as weather and temperatures allow. Safety and ice conditions are our top priority. We hope that temperatures cooperate and that we have long stretches of skating. P&R recently completed a hydro-raking (mechanical raking) project at Channing Pond with the help of the Conservation Commission and Solitude Lake Management. A hydro-rake is best described as a floating barge containing a mounted backhoe arm with a rake attachment. Hydro-raking is critical for maintaining a healthy aquatic environment, including by protecting fisheries and the wildlife habitat, as well as by restoring water quality. The first half of the project was undertaken this past December, with plans to complete the project in November 2022.

Athletic Fields: P&R's athletic fields are used by both the Department and by local youth sports clubs, including Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Girls Lacrosse, Dover-Sherborn Youth Field Hockey, and Dover-Sherborn Youth Baseball. 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.

Appreciation

We thank all members of the Parks and Recreation Department for their dedication in coordinating programs, events, and playfields. Our sincere thanks also 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.

Parks and Recreation Revolving Fund

For the Year Ending June 30, 2021

	FY21 Reserve Beginning Balance	Revenues	Expenses	Over/ Loss	FY21 Ending Balance
Program					
Baseball Coaches Academy	\$0	\$0	\$0	\$0	\$0
Baseball/Softball/T-Ball Spring	26,324	0	(2,260)	(2,260)	24,064
Basketball Intramural	0	0	0	0	0
Coach Pete Programs	10,000	0	(90)	(90)	9,910
Dover Days Fair	5,000	280	(35)	245	5,245
Field Hockey	0	0	0	0	0
Fishing Derby	1,200	390	(1,037)	(647)	553
Misc./Overhead	0	6,460	(6,350)	110	110
Other Programs	1,500	26,597	(18,662)	7,935	9,435
Programming with PROformance Soccer	0	18,173	(15,342)	2,831	2,831
Programs with Powisset Farm	0	0	0	0	0
Ski Programs	0	2,965	(2,926)	39	39
Summer Concerts	4,000	0	0	0	4,000
Summer Playground	20,000	77,605	(40,337)	37,268	57,268
Tae Kwon Do	5,407	0	0	0	5,407
Tennis	38,874	93,169	(64,506)	28,663	67,537
Theater and Dance Programs	0	1,155	(1,100)	55	55
Program Totals	\$112,305	\$226,794	\$(152,645)	\$74,150	\$186,454

Totals have been rounded to the nearest dollar.

(Continued next page)

Parks and Recreation Revolving Fund

For the Year Ending June 30, 2021 (cont'd from previous page)

	FY21 Reserve Beginning Balance	Revenues	Expenses	Over/ Loss	FY21 Ending Balance
Operations					
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	20,000	0	0	0	20,000
Caryl Parking Lot Paving	10,000	0	0	0	10,000
Caryl School Repair	5,000	0	0	0	5,000
Chairs for Programs	0	0	0	0	0
Channing Pond Maintenance	30,000	0	0	0	30,000
Credit Card Fees	11,000	0	(6,250)	(6,250)	4,750
Development of New and Current Programs	8,000	0	(872)	(872)	7,128
Equipment Room Organization	1,500	0	0	0	1,500
Field Maintenance	60,000	8,200	(55,097)	(46,897)	13,103
Field Signage	10,000	0	(1,615)	(1,615)	8,385
Irrigation Wells Maintenance	40,000	0	0	0	40,000
Maintenance Equipment	2,681	0	0	0	2,681
Marketing for Programs	6,000	0	(1,277)	(1,277)	4,723
New Water Fountain Caryl Park/Chickering	5,000	0	0	0	5,000
Office Equipment	3,000	0	0	0	3,000
Part-time Staff	2,000	0	0	0	2,000
Porta Pots	5,500	0	(1,800)	(1,800)	3,700
Printing	3,500	1,124	(1,124)	0	3,500
Registration Software and Website	8,000	0	(2,850)	(2,850)	5,150
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	3,134	0	(560)	(560)	2,574
Summer Playground Technology	3,500	0	0	0	3,500
Tennis Court Repair	68,570	0	0	0	68,570
Operations Totals	\$351,136	\$9,324	\$(71,444)	\$(62,121)	\$289,016
Unreserved Funds	\$10,000	\$0	\$0	\$0	\$10,000
Reserve Fund Totals	\$473,441	\$236,118	\$(224,089)	\$12,029	\$485,470

Totals have been rounded to the nearest dollar.

Report of the Conservation Commission

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

Janet Bowser, Consultant Agent

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 100-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 2021, the Commission heard 15 notices of intent, three amendments (permit applications), and 19 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 21 certificates of compliance (to close out permitted work) and six enforcement orders (work related to clearing and filling in violation of regulations).

In addition to safeguarding wetlands, streams and rivers, the Commission is responsible for the stewardship of Dover-owned conservation lands totaling more than 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. The Commission joined the Board of Selectmen in supporting the

acceptance of a new conservation restriction to ensure further protection of approximately 11.88 acres of important natural resources on a parcel of land.

Additionally, the Commission used the services of EcoTec, Inc., to complete work for the certification of five vernal pools in the Wylde Woods conservation property. The Commission is awaiting notification from MassWildlife's Natural Heritage & Endangered Species Program for final certification documents. In addition to volunteering on the Conservation Commission, representative commissioners serve on the Open Space Committee, Tick-Borne Disease Committee, and Hale Partnership Task Force.

The Commission is a member of the Charles River Climate Compact (CRCC), made up of communities in the Charles River Watershed that work on natural resource protection, climate adaptation and mitigation strategies, and other projects. The Commission has also been monitoring the South Natick Charles River Dam Advisory Committee's work to evaluate issues related to either repairing the earthen dam or removing the spillway/dam and the potential impacts on the river and floodplain areas within Dover.

The Commission cordially invites you to its meetings, which are open to the public and held twice monthly on Wednesday evenings. Check the "Government" section of the Town website at www.doverma.gov for meeting dates, times, and agendas. For questions about wetlands or projects on your property, please contact the Commission's office at 508-785-0032, extension 233, or through Lhagerty@doverma.gov.



House wren with chicks. Photo by Beth Zaffino.

Report of the Tree Committee

John M. Devine,
Chair John Gilbert
John Robert Tosi Jr.

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 2021, replacement trees and plantings were purchased and installed for Walpole Street and Dedham 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.gov. Committee members can be reached by leaving a message on the Police Department's non-emergency line at (508) 785-1130.



Photo by Dana Butler.

Report of the Tree Warden

John Gilbert

Removals/Pruning

Thirty dead and damaged trees were removed under contract during the winter. The Highway Department, contractors, and the Tree Warden responded for storm damage throughout the year. Eversource removed trees and limbs in the right-of-way and on private property to reduce the possibility of power outages. Pruning was carried out on an as-needed basis.

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 emerald ash borer infestation are a thin 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.



Beaver damage. Photo by Desmond Brown.

Report of the Fence Viewers

James P. Dawley Jr.

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 2021, 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 and in certain cases necessary that Dover’s citizens check the Town’s building code and confer with the Town 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 Adam Quackenbush.

Report of the Recycling Committee

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

During 2021, the Dover Recycling Committee (DRC) focused on reestablishing recycling opportunities at the Transfer Station, which were disrupted by COVID-19 restrictions introduced in 2020, and on continuing progress on recycling and reuse efforts.

In April, the Transfer Station was rededicated as the Craig S. Hughes Solid Waste Transfer and Recycling Facility in honor of Craig’s stewardship in creating a modern facility focused on recycling and reuse.

Waste Disposal and Recycling

Waste disposal and recycling trends are encouraging. Over the past 15 years, Dover has seen the average total waste (combined solid waste plus recyclables) generated per household decline dramatically from a high of 2,505 pounds per year. In the past five years, total solid waste disposal (trash plus bulky items) dropped from a yearly average of 1,913 pounds per household to 1,224 pounds (a decrease of 36%). During the same period, combined solid waste and recyclable tonnage declined by 26%, with recyclables decreasing by 9% between 2020 and 2021. It is also worth noting that donations to the New Life Furniture Bank last year (see below) helped reduce solid waste by an additional 18 tons.

In 2021, the Town’s receipts for recyclables totaled \$32,655 compared to the cost of their disposal at \$21,579, so that recycling more than paid for itself.

Transfer Station

Physical improvements were made to the Transfer Station in 2021, including improved signage and pavement markings to create a safer circular traffic flow, the addition of nine parking spots on the Transfer Station’s lower level—where the Deposit Shed is also now located—and the installation of four more roll-off containers (two for plastics and two for cardboard) to better address recycling volumes. The DRC is continually assessing the layout of the Transfer Station with eye toward improving ease of use and providing space for additional collection items.

Deposit Trailer: The Deposit Trailer continues to be a success, with an estimated 19 tons (248,816 beverage containers) recycled and \$12,441 returned to Dover's General Fund. Recycling bins, composters, and rain barrels are available for sale at the Transfer Station and Town Garage. This past year, 18 of these containers were sold to residents, with rain barrels being the most popular. However, sales were down substantially from the more than 70 units sold throughout each of 2019 and 2020. At the 2021 Annual Town Meeting, the Transfer Station's Revolving Fund was increased to \$4,000 to cover the purchase of these popular offerings.

New Life Furniture Bank: A major addition to recycling and reuse opportunities for 2021 has been our newly established formal partnership with New Life Furniture Bank (NLFB) of Walpole, a nonprofit organization that provides gently used furniture and household goods to individuals and families transitioning out of homelessness. A dedicated 40-foot trailer is located on the lower level, where items can be received. In 2021, the DRC organized 10 special drop-off days, staffed by DRC members and other volunteers, during which Dover residents donated more than 10 truckloads of furniture and household goods, translating to approximately 18 tons or 1,113 items put to good use by the many people served by this initiative. We thank the residents who volunteered and everyone who donated desperately needed goods. Drop-off days are now scheduled for the third Saturday of every month. Residents who cannot bring items to the Transfer Station can contact NLFB directly to arrange for pick-up from their residence. We expect that the NLFB program, combined with the Swap Shop, will reduce the volume of items discarded in trash and refuse, and thus lower the disposal fees paid by the Town.

Swap Shop: After several years of planning, the updated Swap Shop is nearing completion and should reopen in early 2022. It will offer nearly 700 square feet of space and be better protected from the elements, yet the challenge of keeping the area organized and clean remains as there are currently no staff members or volunteers dedicated to its operation. The DRC urges Swap Shop users to respect its intent by leaving only truly useable items on its shelves, removing extraneous boxes, and adhering to the policies and procedures posted.

Grants

In November, Dover received a \$4,800 Recycling Dividends Program grant from the Massachusetts Department of Environmental Protection in recognition of the Town's programs and policies intended to maximize waste reduction, reuse, and recycling. The \$13,500 Mattress Recycling Incentive grant received in 2019, which funded a walk-in container and the transportation costs for collected mattresses and box springs, expires in 2022. The DRC and the Highway Department are currently exploring mattress recycling options and will be announcing a new policy in early 2022.

Community Activities

Dover's Special Recycling Weekends held in June and October continue to be very popular, with 5 tons of confidential documents shredded, 84 bikes and many bike parts and helmets reused and donated to Bikes Not Bombs, and 104 tires recycled. The DRC would like to thank the Norfolk County District Attorney's Office and Jay Hughes of Dover Country Properties for their support of the shredding program, and it thanks the Dover Mobil Station for subsidizing our tire recycling program.

Another popular event organized by the DRC is the annual Spring Clean-Up, which was held throughout the month of April and engaged several hundred residents who picked up trash along Dover's roadsides. Expanded involvement by the Dover-Sherborn Middle School and Dover-Sherborn High School resulted in the clean-up of all Dover streets, parks, and common areas. The DRC would like to thank all the residents and groups who participated this past year. We urge residents to help keep our streets free of trash year-round by picking up trash around their property and on streets.

The DRC provides Town residents with community education information and announcements through local newspapers, Facebook.com, Nextdoor.com, the Town of Dover's website, email alerts, and its *Our Town* online monthly newsletter, and with strategically placed electronic signage. All new residents receive a welcome letter and Transfer Station brochure from the DRC. In September, the DRC participated in Dover Days, providing information and brochures, as well as raffling off four composters.

Appreciation

The DRC thanks Transfer Station Attendant Bill Martin for his service and welcomes John Gerlach. We thank dedicated Town employee Wade Hayes, who works tirelessly to maintain the Transfer Station and its various recycling areas. We also thank Chris Poulsen for his many years of service as DRC's Chair and extend our appreciation for his staying on as a member.

Finally, the DRC thanks Dover residents for their ongoing 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 "Trash and Recycling" quick link on the Town of Dover website (www.doverma.gov/184/Transfer-Station).

Solid Waste and Recycling Data

For the Calendar Year 2021

	2021	2020	2016	2006	Comparison (% Change)		
					1-Year	5-Year	15 Year
Solid Waste (tons)¹							
Refuse/Bulky Items	231	239	279	n/a	(3)	(17)	n/a
Trash		1,080	1,065	1,642	1	(34)	n/a
Total Solid Waste*	1,311	1,305	1,921	2,452	1	(32)	(47)
Recyclables (tons)							
Mixed Paper (all types) ¹	106	110	183	371	(3)	(42)	(71)
Cardboard	184	213	135	82	(13)	36	125
Glass	92	110	92	88	(16)	(0)	4
Single Stream ²	0	0	128	n/a	n/a	n/a	n/a
Metal (cans and scrap)	120	114	73	129	5	64	(7)
Plastic (non-deposit #1-#7)	65	120	41	16	(46)	59	308
Electronics	10	17	26	32	(37)	(60)	(68)
Textiles ³	13	15	18	9	(10)	(26)	49
Books	27	16	12	n/a	72	122	n/a
Comingled Containers ²	0	0	0	15	n/a	n/a	n/a
Mattresses and Boxsprings	21	4	n/a	n/a	461	n/a	n/a
Special Events ⁴	10	10	18	n/a	(6)	(46)	n/a
Food Scraps ⁵	43	40	57	n/a	7	(25)	n/a
Deposit Trailer Containers ⁶	19	12	20	15	58	(5)	27
Other	0	0	0	3	n/a	n/a	n/a
Total Recyclables*	710	780	804	760	(9)	(12)	(7)
Total Solid Waste and Recyclables¹	2,022	2,084	2,725	3,212	(3)	(26)	(37)
Percentage (%) Recyclables to Total ¹	35.1	37.4	29.5	23.7	(6)	19	48
Households in Town (HHs) ⁷	2,142	2,150	2,008	1,958	(0)	7	9
Solid Waste (lb.) per HH	1,224	1,213	1,913	2,505	1	(36)	(51)
Deposit Shed Containers (~units) ⁸	248,816	161,536	265,162	201,540	54	(6)	23
Recycle Bins Sold (Town Garage/TS)	18	72	32	n/a	(75)	(44)	n/a
Motor Oil (gal.)	1,475	800	650	1,150	84	127	28
Misc. Fluorescent Bulbs (linear ft.)	8,010	12,919	5,580	855	(38)	44	837
Small Batteries (non-auto, lb.)	185	166	211	138	11	(0)	34

- ¹ 2003-16 Includes Dover Trucking (mixed paper only includes DT for 2003-12)
- ² 2013-16 Dover Trucking (started single stream in 2013, eliminating contributions to mixed paper and comingles)
- ³ Textile bins at Transfer Station (Red Cross & Bay State), excl. DS High School & Middle School (Bay State Textiles)
- ⁴ Private document shredding; tire recycling; bicycle reuse
- ⁵ Invoice based from August 2019; prior estimated based on 10 lb./week/participating HHs (versus 14% or 5.4 lb./week per Mass-DEP and 20 lb./week per Sherborn)
- ⁶ 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)
- ⁷ Population/HHs per Town Report/census data
- ⁸ Estimated quantity based on proceeds

* Solid waste and recycling numbers have been rounded to the nearest ton.

Report of the
Inspector of Buildings

Walter Avallone, Inspector of Buildings/Commissioner
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) of the Commonwealth relating to construction and zoning.

Inspectors make field inspections of buildings at various stages of construction and in addition 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 1,500 inspections were performed in 2021 for work constructed under a building permit. Of the eight new house permits issued, five were for the demolition of existing houses replaced by new construction, leaving a total of three additional new residences in Dover. Inspectors completed 30 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
2021			
New Homes	8	\$74,772	\$7,469,750
Schools	0	0	0
Additions, Remodels, Other	484	229,950	21,116,300
Totals	491	\$304,722	\$28,586,050

Report of the
Inspector of Wiring

Kevin Malloy, Wiring Inspector
James Murphy, Alternate Inspector

During 2021 there were 340 wiring permits issued, many of which required multiple inspections.

In some situations, violations were noted and corrections made. Open permits from 2021 will be inspected and closed out in 2022.

The Wiring Inspector 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**

James Vaughan, Plumbing / Gas Inspector
Jeffrey Harris, Alternate Inspector
Robert Piersak, Second Alternate Inspector

During 2021, a total of 165 plumbing and 182 gas permits were issued. Rough and final inspections were made for both plumbing and gas permits for a minimum of 690 required inspections.

In some situations, violations were found and corrected with a follow-up inspection to finalize the inspection process. Any open permits from 2021 will be inspected and closed out in 2022.



Cooper's hawk. Photo by Beth Zaffino.

Report of the **Open Space Committee**

Amey Moot, Chair
Mark Adamczyk
Henry Faulkner
Boynton Glidden
Tim Holiner, Conservation Commission
Greg Kahoun
Justine Kent-Uritam
Valerie Lin
Carol Lisbon, Planning Board
Tara Nolan
Connie Sullivan
John Jeffries, Board of Selectmen Liaison

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. A revision is currently under way on this 2011 plan, which is available on the OSC's page of the Town website (www.doverma.gov). The OSC can assist other Town boards in managing the recreation and conservation lands under their 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 their 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 Board of Selectmen (BOS) appoints a liaison. The BOS appoints the remaining OSC members, some of whom also sit on the Board of Health's Water Resources Study Committee, the Hale Partnership Taskforce, 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 Education (Hale), Massachusetts Audubon Society (MAS), and the Norfolk Hunt Club (NHC).

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 its meetings, which are typically held on the first Tuesday of the month, September to June, at 7:30 p.m., on either Zoom or at the Town House. Please see the Town calendar at www.doverma.gov for meeting agendas and login or meeting room information.

Guided Walks on Conservation Lands

Typically, OSC members lead guided walks through Dover conservation lands on the second Saturday morning of each month from April to November. In 2021, due to COVID-19, these walks were delayed until September and required pre-registration. In addition to walks through the Town's Wyld Woods and DLCT's Snow Hill, November saw a very well attended walk through Hale. 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 2022, and we hope you will join us!

Open Space and Recreation Plan

The OSC is in the process of updating the 2011 OSRP 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 to the survey conducted in 2019, the results of which were distributed to Town committees and interested citizens, and which can be found on the Town's website. A public forum presenting the updated plan will be scheduled in early 2022.

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, received an appraisal of the Dover "half" of Hale in September 2021, and will present its findings to the BOS.

Hale has 663 acres in Dover and 520 contiguous acres in Westwood. Hale's 470 acres in Dover, north of Powissett Street, include the beautiful Noanet and Powisset ponds and trail connections to the Trustees' Noanet Woodlands, the Town's Larrabee Estate, and DLCT's new Blake Reservation. Hale's nearly 200 acres, located south of Powissett Street, abuts Powisset Farm and surrounds the Town Transfer Station as well as its solar array (11 acres). With almost 1,200 contiguous acres overall, including its land in Westwood, Hale makes up a large and integral part of Dover's trail system and open space resources, which improve our resilience to climate change.

Conservation Support

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2021 the OSC:

- provided guidance to Conservation Commission and BOS on certifying a CR on Smith Street that protects nearly 12 acres along the Charles River;
- offered an opinion to the BOS on exercising the Town's right of first refusal on the sale of a property on Farm Street that was under Massachusetts General Laws, Chapter 61A ("Assessment and Taxation of Agricultural and Horticultural Land") restriction;
- organized an Open Space booth at Dover Days to provide information and maps showing the open spaces and trails throughout Dover, as well as to highlight the work of the many nonprofits and conservation organizations that provide public access; and
- assisted a Planning Board intern in compiling information on trail easements.

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

The OSC would like to thank Fred Hartman for his valued service and hope that he will rejoin us as soon as other commitments allow. In Fred's place, we welcome back Henry Faulkner to the Committee. For many years, Henry was part of the Committee as the representative of the Planning Board and we are very excited to have him continue on, even after "retiring" from Planning. His deep knowledge of the Town's conservation lands and his active involvement with DLCT make him a valuable resource. We thank all our members for continuing their generous service. We look forward to working with you in 2022!

DOVER

Other Town Reports

2021



Report of the **Town Library**

Board of Trustees

Erin Rodat-Savla, Co-Chair

Amea Tejani, Co-Chair

Adrian Hill

Peter Hoffman

Judith Schulz

Tracy Tobin

Cheryl Abdullah, Library Director

Throughout 2021, the Board of Health (BOH) worked closely with the Town Library in establishing safe, standard COVID-19 protocols for the public and staff. On July 1, 2021, the BOH cleared the Town Library for its reopening to the public and the resumption of daily full in-house services. Our staff was happy to once again be able to assist individuals in person to place holds and offer reader's advisory and technical assistance. The daily line-up of program information is available on our website, and the staff continues to plan a variety of online, in-person, and hybrid programs for all ages and interests. Virtual programs for teens and adults cover topics ranging from green initiatives, race and racism, nature, and history to arts and crafts, trivia, and virtual gaming. The Town Library also presented a number of author talks.

Between June and November, the Children's Department offered outdoor storytimes and programs. Children tracked their summer reading progress through the Beanstack app. The department's librarian, Nancy Tegeler, curated book bundles that allowed families to access children's books through curbside and in-person pickups. In the fall, the department launched an early literacy program, 1,000 Books Before Kindergarten.

The Adult Services Department proudly worked alongside other Town departments, including the Council on Aging (COA) and Parks and Recreation (P&R) to bring programs and events to the community. During the summer the Town Library and P&R dazzled audiences with an annual outdoor concert series. The PageTurner's Book Club, a long-standing partnership with the COA, made its return in June and has been going strong since. We also collaborated with the Sherborn Public Library to host notable author Debby Irving, as well as several authors, including Jeffrey Archer, Lisa Genova, Barry Van Dusen, Lisa Unger, among others, in partnership with the Tewksbury Public Library. We look forward to furthering these partnerships in the future.

In 2021, the Town Library expanded its social media presence across multiple platforms to inform, educate, and entertain its patrons. This expansion made it easier to communicate library policies, programming, and staff availability. With the necessary move to more virtual-based programming, social media promotion has been essential in connecting us with our patrons through a safe and secure environment.

Our society has been witnessing frequent challenges to the oral and written word. We see information being maligned and challenged. It is important to note that the 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. Our core collection of materials and information is based on scope, objectivity, authorship, and accuracy. 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.

As participants in the Minuteman Consortium we can offer our patrons a wide selection of online digital content covering many disciplines, including arts and music, business, culinary arts, economics, entrepreneurship, environment, health, gardening, psychology, religion, science, and more. Library-funded databases are free and accessible through our website 24/7 from home and work. For example:

- **Ancestry.com** allows you to explore your personal history and family tree. Access is limited to within the Town Library only.
- **Banker & Tradesman** provides news on significant real estate, banking, and financial developments in Massachusetts and Rhode Island, as well as comprehensive property and transaction information that helps users spot trends, generate leads, and build strategies.
- **ConsumerReport.org** is available to assist you with informed consumer decisions.
- **Gale eBooks** is a virtual reference library database of encyclopedias and specialized reference sources for multidisciplinary research.
- **Great Courses** offers a series of more than 250 audio and video courses led by the world’s top experts in a broad range of subjects, such as science, mathematics, philosophy, history, literature, fine arts and music, travel, business, and personal development.

- **IndieFlix.com** lets visitors enjoy more than 7,000 high-quality shorts, features, documentaries, classic TV shows, and Web series from 85 countries. You can sort offerings by language, genre, or film length with easy-to-use filters and watch movies on any Internet-enabled device.
- **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 fueling lifelong learning by providing access to enriching independent films that bridge cultural boundaries, spark discussion, and expand worldviews.
- **Mangolanguage.com** teaches real conversations in more than 60 languages.
- **Qello.com** is the world’s largest collection of full-length concerts and music documentaries streamed on-demand to just about any digital device.
- **Reference Solutions** is a directory of nearly 14 million U.S. businesses, searchable by name, Yellow Pages heading, SiC code, zip code, estimate sales volume, and more.
- **Tumble Book Library** is an online collection of children’s books in audiobook and ebook formats and includes chapter books covering multicultural topics, foreign language and bilingual books, puzzles, and games.
- **The Wall Street Journal**, **The New York Times**, and **The Boston Globe** are all available.

Additionally, the Town Library’s Minuteman Consortium membership allows Dover residents to access downloadable materials from Overdrive Media Services, the leading digital reading platform now home to more than one billion ebooks.

Every library program is made possible thanks to financial support from the Friends of the Library, private donations, and grants. Check out our website and calendar for a list of free in-person and virtual programs. Our museum pass selection has grown. You will be amazed at the variety of passes available and the ease with which you can now check them out (directly through our website) and even print out several at home. A complete list can be found on our website, under “Services.”

As always, we are pleased to assist with reader’s advisory, help pick 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 the library a worthwhile experience and destination.

Visit us at www.dovertownlibrary.org or call us at 508-785-8113.

Library Statistics for Fiscal Year 2021

(July 2020–June 2021)

State Aid	\$10,761
Circulation	153,603
Library Visits	7,575
Items Loaned	38,903
Items Borrowed	14,764
Holdings	358,001
Registered Borrowers	3,230
Programs Offered	516
Program Attendance	8,149



Town Library. Photo by David W. Stapleton.

Report of the Cemetery Commission

Peg Crowley, Chair
Carol Jackman, Secretary
Mariah Riess, Member

During 2021, 14 families bought grave lots at the Highland Cemetery: two single-grave/cremation lots, seven two-grave lots, two four-grave lots, one five-grave lot, and two eight-grave lots. The income from the sale of these lots was \$18,000 and income from perpetual care was \$65,100, for a total of \$107,750 collected.

Twenty-eight funerals were held in 2021, 13 of which were cremations. Six of the funeral services were for veterans who had served in the United States Armed Forces. A total of \$16,150 was collected for these funerals, with \$8,250 collected for regular full burials and \$3,000 for cremations. The surcharge revenue for holiday and weekend burials totaled \$5,000. Income from setting foundations and markers was \$8,400.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as Cemetery Supervisor. His caring way with families who are undergoing difficult times is truly appreciated. The Highway Department assists us on an as-needed basis and is another invaluable asset. In addition, Tree Warden John Gilbert provides advice and assistance with the care and maintenance of the cemetery's trees.

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 arranging to have volunteers plant geraniums at the veterans' graves and ensure that each grave received a flag. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags. We also want to say how grateful we are that the Memorial Day Committee continued to find ways in which to celebrate Memorial Day under the ongoing restrictions of COVID-19.

In 2021 we were able to rewrite and reprint Highland Cemetery's "Bylaws and Rules and Regulations." The revised booklets are available at the cemetery's office, located at the Phillip S. Luttazi Town Garage.

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

Stephen Kruskall, Chair
Richard Eells, Secretary
Sierra Bright
Gene Hornsby
Thomas Johnson
Jane Moore

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. Composed 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. The bylaw's 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, with the intent of preserving the cultural heritage of Dover.

In 2021, the Commission reviewed 11 permit requests for the demolition of existing houses. None of these structures were deemed to qualify for historic preservation.

Since March 2020, 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.



Sawin Museum. Photo by Bill McMahon.

Report of the Council on Aging

Camille Johnston, Chair
Maureen Dilg, Secretary
Robert Cocks
Reverend Peter DiSanto
Betty Hagan
Gilbert Thisse
Geraldine Wise, Associate Member

Janet Claypoole, Director
Nan Vaida, Outreach Coordinator
Amee Tejani, Program/Volunteer Coordinator
Suzanne Sheridan, Administrative Assistant

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 2021, there were 1,503 residents aged 60 years and older in Dover, representing approximately one quarter of the 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 2021, more than 700 people were served.

COVID-19 Pandemic

The COVID-19 pandemic continued to impact COA programs and service delivery throughout 2021. Programs were virtual as well as held outside in good weather with socially distanced, small gatherings at the Caryl Community Center (CCC). Smaller programs were held inside the CCC with masking and adjusted seating. The COA remained a central point of contact for citizens needing assistance and information. As COVID-19 vaccines became available in January 2021 at local and mass vaccination sites, COA staff assisted residents of all ages in finding and scheduling appointments and providing free transportation when needed. When COVID-19 booster vaccines were available in fall 2021, staff again assisted with scheduling. In all, the COA staff assisted in scheduling more than 200 COVID-19 vaccine appointments.

Senior Transportation

In 2021, the COA provided more than 250 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.

Programs and Classes

From January to June 2021, COA programs were held virtually or outside at the CCC. Virtual fitness classes offered included Strength & Stability, Stretch & Flow, Chair Yoga, Mat Yoga, and Mindful Meditation & Stretch. The COA and Parks and Recreation Department offered virtual Zumba Gold, while Pickleball sessions returned in September to the CCC gym. The COA and the Town Library co-hosted monthly Pageturners Book Club meetings, which were held outside in summer, then inside at the library once weather became colder. Other programs included Mah Jongg, Let's Paint, Tea with Friends, Senior Coffee, and a monthly virtual Coffee & Chat with COA staff and guests, including the Police Chief, Town Administrator, Town Assessor, and the Planning Board's Land Use Director.

The Lifetime Learning educational series, sponsored by the Friends of the COA (FoCOA; www.coafriends.org), was held via Zoom in the spring and fall. Classes included Fun with Ukulele, The American Short Story, Hudson River School Landscape Painters, History of American Music, Roth's American Pastoral, novelist Elizabeth Strout, and Portraiture of Prominent Bostonians. The Dover and Westwood FoCOAs co-sponsored a virtual cooking series through June and a cooking series at Powisset Farm starting in July. Other virtual programs included The Joys of Nature with naturalist Joy Marzolf, the MFA's Art in Bloom tour, and wellness webinars sponsored by Blue Cross Blue Shield of Massachusetts. Travel returned as Dover and Westwood COAs offered a Lake Winnepesaukee cruise, a day on Martha's Vineyard, and New Hampshire Turkey Train foliage viewing.

Intergenerational programs continued with elementary and high school students connecting with seniors as pen pals. The Dover Mothers Association recruited children to decorate meal delivery bags. Chickering GROWS invited seniors to join students in growing plants at home and helping plant more than three thousand bulbs at the school in October. Library teen volunteers hosted trivia and bingo nights with seniors. Girl Scouts, Brownies, Daisies, Cub Scouts, and preschool students created artwork and cards that were tucked into meal delivery bags or handed out at drive-through events such as for Thanksgiving. Boy Scouts shared holiday wreaths and joined with Dover-Sherborn High School (DSHS) Community Services student volunteers to help with home deliveries, technology support, raking leaves, and shoveling snow. Senior citizens donated knitted lap blankets, hats, and scarves for veterans at the West

Roxbury VA Medical Center and partnered with a DSHS student to knit stuffed animals to donate to Family Promise MetroWest for children. The Dover Church Men's Group delivered buckets of sand and salt for icy steps and walkways for 20 seniors.

Other Senior Services

Outreach Coordinator Nan Vaida, RN, continued connecting with seniors and their families to provide support and resources. She and COA Director Janet 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 scheduling COVID-19 vaccines and facilitating the 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 and in person appointments.

The COA devotes a tremendous amount of 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.

In 2021, the COA also provided support 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. The COA-coordinated Senior Property Tax WorkOff Program recruited workers for Town departments in return for up to \$1,500 applied toward their property tax bills.

Luncheons and Meals

Due to COVID-19, and with guidance from the Board of Health, COA staff and volunteers distributed individually packaged meals prepared by local caterers and restaurants. Grab & Go curbside food service at the CCC shared 1,298 meals with seniors, including Thanksgiving and holiday dinners. Grab & Stay lunches were offered in the summer with One Wingate Way (Needham) funding an ice cream truck on a hot summer day. The Dover Police Association's Annual Holiday Brunch provided an outdoor heated seating area for safe socialization. The Dover Church and the COA partnered on a Holiday Cookie Exchange pickup of wrapped sweet treats baked by community volunteers. From June to November, about 65 seniors regularly participated in the popular Grab & Go biweekly farm stand, which offered pickup or delivery of fresh Powisset Farm vegetables and donated bread from Blue Moon Bagel Cafe.



Photo by Amee Tejani; courtesy of the Council on Aging.

Grants

In 2021, an MEOEA grant partially funded the Fitness programs and supported our Administrative Assistant and Program Coordinator positions. The COA collaborated with the Sherborn COA on a Metropolitan Area Planning Council grant for transportation for seniors. Funding by Beth Israel Deaconess-Needham (BID-Needham) for healthy meals as well as the fresh produce obtained from Powisset Farm was matched by the FoCOA and awarded to the Dover COA.

Other Activities

In 2021, the COA and Town Assessor held virtual meetings to discuss senior tax relief options, including establishing a senior tax relief fund for elderly and disabled residents. At the 2021 Annual Town Meeting, citizens approved Article 18 to permit the Town to place a checkbox or other option on tax bills, which would allow taxpayers to donate to a fund that would provide real estate tax relief to elderly and disabled residents.

The COA also participated in the Community Center Building Committee (CCBC) meetings on a proposed renovation or new building, and it shared updates on the CCBC's proposed plans in the COA's bimonthly newsletter. A renovated building plan was approved at the Special Town Meeting in June 2021.

Volunteer Assistance

In 2021 volunteers spent more than 500 hours assisting the COA with many tasks. Volunteers delivered meals, shopped for food, ran errands, made cards, decorated rooms and meal delivery bags, provided technology assistance, delivered salt and sand, provided COA office support, taught classes, raked leaves and shoveled snow. 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.

Report of the Cultural Council

Judith Schulz, Co-Chair
Wendy Gordon, Co-Chair
Deni Auclair
Shashi Chawla
Sarah Kahoun
Karen Ketterer
Lauren Verni

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 \$9,402 in grants for Fiscal Year 2021 (FY21). This figure is larger than usual, reflecting that many of FY21 programs could not be held because of the COVID-19 pandemic and so were either canceled or rescheduled. Grants awarded include, but are not limited to:

- **Chickering Elementary School:** Chickering PTO, Chickering GROWS and Chickering GROWS Gives Back (\$2,089)
- **Dover-Sherborn Middle School:** Massachusetts Educational Theater Guild, Middle School Drama Festival (\$250)
- **Friends of the Council on Aging:** Deborah Stein, The Hudson River School: America's First Landscape Painters (\$300); Sean Fullerton, Acoustic Memories (\$250)
- **Parks and Recreation/Dover-Sherborn High School:** Dover Traveling Public Art contest for high-school-aged local artists (\$2,687)
- **Town Library:** Henry Lappen, Juggling Performance (\$425); Anne O'Connor, Dreams Created and Crafted (\$400); Diane Edgecomb, Animal Tales (\$475); Mike Piazza, High Flying Dogs (\$440);

Debby Irving, *Leveling the Playing Field: Interrupting Patterns of Power and Privilege*, a joint program with the Sherborn Library (\$500); Vincent Lovegrove, *Hodge Podge Hide and Seek* (\$400)

- **Charles River School:** Dover Freelance Players, *Rehearsal for Life* (\$300)

Information, local guidelines, and grant applications (filed online) for the Local Cultural Council Program are available at www.mass-culture.org/Dover.



Photo by Nolan Sayer.

Report of the **Memorial Day Committee**

Chris Jackman, Chair
Carol Jackman

Once again, our annual Memorial Day event was affected by the ongoing COVID-19 pandemic, which required us to make the necessary adjustments to allow the Town to observe this important traditional day on May 30, 2021, when we honor our many Dover veterans who lost their lives in battle or who passed after returning home.

The ceremony was originally to be held at the front of the Town House to allow plenty of room for social distancing—until the heavens opened up. A call was then made to the the George B. Preston American Legion Post 209, to see if the event could be moved to their hall, and they came to the rescue. The Committee notified all the presenters of the venue change and redirected arrivals to the hall.

The program, which began a little after 4 p.m., was attended by many townspeople, as well as members of the Police Department, the Fire Department, and Dover Boy Scouts Troop 1. (We thank everyone for attending.) The American Legion posted the colors and Reverend Peter DiSanto of Grace Church delivered the invocation. A moment of silence was held for those no longer with us, including for Jay Sullivan, our former Committee member, and for Ed Jordan, who would have been our grand marshal. Following the recitation of the Pledge of Allegiance, invited guests were introduced. Sergeant First Class Rambo Tran, U.S. Army, delivered a very entertaining and emotional main address. Sergeant Tran serves as a station commander and also a recruiter for the U.S. Army Health Care Services. It was unfortunate that the weather kept many of our regular attendees from hearing such a great presentation.

Janice Barry conducted the Dover-Sherborn High School Concert Band's performance of "A Patriotic Salute," arranged by Ralph Ford, as well as excerpts from other patriotic tunes. Veterans in attendance were recognized by having them stand up, state their name, branch of service, and dates of service. Reverend Dr. C. Olmstead Maxwell of Dover Church then closed the program with a benediction.

The parade to Highland Cemetery was canceled due to the rain, but the gun salute was held outside the Legion hall. Buglers Ethan and William Goldman played "Taps." Sergeant Tran and Committee Chair Chris Jackman then proceeded to Soldiers Monument, where they laid flowers in memory of all Dover's deceased veterans.

The one part of Memorial Day that did not change was the planting of geraniums and the placing of American flags at each veteran's grave by members of the American Legion Auxiliary. The urn by the front flagpole was planted with flowers in memory of those who passed away from COVID this past year.



Soldiers Monument. Photo by Chris Jackman.

Report of the **Department of Veterans' Services**

Paul Carew, District Director

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.



Ruby-throated hummingbird. Photo by Beth Zaffino.

Report of the Caryl Management Advisory Committee

Kathy Weld, Chair
Christopher Boland, Parks and Recreation
Jennifer James
Frankie Liu, *resigned October 2021*
Robert Springett, Board of Selectmen
Ruth Townsend

Mark Ghiloni, Director, Parks and Recreation
Christopher M. Dwelley, Town Administrator
Karl Warnick, Buildings and Maintenance Superintendent

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). 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.

COVID-19 restrictions remained in place throughout 2021, limiting access to CCC facilities. However, both the Parks and Recreation Department and the Council on Aging continued with their creative programming on virtual platforms, as well as through several in-person, socially distanced outdoor activities when weather permitted; and, in some cases, indoor programs where possible within COVID-19 guidelines. In winter 2021, the CDC (Center for the Development of Children) returned from its temporary location at St. Dunstan's Episcopal Church to resume its operations at the CCC, with strict adherence to COVID-19 protocols.

CMAC spent winter and spring 2021 completing its comparative research on the management and operations of other community centers (Lexington, Wellesley, Weston, and Stow). It assembled information on staffing, usage, hours of operation, scheduling, fees, finances, security, marketing, and storage, for use by the Community Center Building Committee in its preparation for the Special Town Meeting in June 2021, as well as for CMAC's own use when the newly renovated and constructed CCC opens in 2023. It also created an overall vision for CCC operations, the mock-up of a draft operating budget, and general position descriptions for necessary personnel in the new facility.

In the fall, the focus for all CCC users shifted to plans for the relocation of their office, programming, and storage spaces during the upcoming CCC construction, which is scheduled to begin in April 2022 and

conclude in June 2023. As there will be no dedicated spaces for rent-paying licensees in the new CCC, the CDC sought and found permanent space at the former professional building on Springdale Avenue, and Erin's School of Dance will ultimately come under the aegis of the Parks and Recreation Department.

We look forward to the end of all COVID-19 mandates and, further ahead, to the time when the newly reimagined CCC becomes a reality.



Town House. Photo by David W. Stapleton.

Report of the Community Center Building Committee

Ford Spalding, Chair
David Billings
Luciana Burdi
Barry Goldman
Dick Malcom
Terry Sobolewski
Ruth Townsend
Cameron Hudson, Warrant Committee Liaison
Bob Springett, Board of Selectmen Liaison
Christopher M. Dwelley, Town Administrator, Ex Officio

Project Professionals

Colliers International
Fennick McCredie Architecture

The Community Center Building Committee (CCBC) was appointed by the Board of Selectmen (BOS) in January 2020 and charged with overseeing the development of schematic design options for both a renovated Caryl facility and a new building replacement, as had been directed by voters at the Special Town Meeting held in October 2019. By December 2020, architects had developed schematics for three renovation and four new construction options that the CCBC then presented to citizens at public forums and through a town-wide survey.

Throughout winter 2021, the CCBC gathered feedback from residents and primary users of the community center (Parks and Recreation and Council on Aging) until it settled on one schematic design for each of the two categories to present to voters:

1. the renovation option—dubbed “Save the 1910”—which would preserve the exterior of the 1910 portion of the current facility, gut the interior and install all new systems, and add two completely new spaces for recreational and community use; and
2. the new construction option, which would replace the current facility entirely.

Well before the Special Town Meeting scheduled for June 12, 2021, two cost-estimating firms informed the CCBC that the projected cost of the project had increased from \$14 million to \$18.9 million, due to unanticipated market conditions and supply chain developments directly

resulting from the COVID-19 pandemic. The CCBC and BOS had sufficient time to explain this unexpected increase to the citizens and how it could be addressed, thereby gaining their support.

At the Special Town Meeting, voters overwhelmingly approved the 1910 renovation with new additions, including another 1,000 square feet of recreation space, at the revised cost. They subsequently approved the funding for the project at the Special Town Election held a week later. (For details on specific articles and vote totals, see pages 51–56.)

In July, design development began on the selected option and included site investigation, as well as more detailed designs and cost estimates. Development of construction documents began in October and was 80% complete by early December.

At year’s end, the project remained on schedule, with construction expected to begin in April 2022, and completion and occupancy projected for June 2023.

The CCBC’s project-related records, reports, and presentations can be accessed on its committee page at doverma.gov (listed under “Government”).



Renderings courtesy of Ford Spalding.

Norfolk Hunt Club Celebrates 125 Years



The Norfolk Hunt field finishing a Columbus Day run, 1924.

In the 1980s, a friend who had recently moved to Dover called to ask about a surprising event he had witnessed that morning—a crowd of baying hounds and dressed-up men and women on horseback giving chase across his property and creating quite the hullabaloo. He wasn't aware that what he had seen was part of a long tradition of organized fox hunting in Dover. He soon learned that the Norfolk Hunt Club had been riding across his property for some 100 years prior to his arrival, and that this unique institution is among the oldest continuously operating organizations in our town.

Formed in 1896 by members of the Dedham Polo Club, the Norfolk Hunt Club originally served to provide the polo players with a way to exercise themselves and their horses in the off season. The new club became devoted to running horses through open country behind a pack of hounds, emulating the classic British fox hunt. They arranged with local farmers and landowners to have access to the then very open lands in greater Norfolk County.

Today, the Hunt's rides, called "fixtures," take place on transformed landscapes, but they continue to run in Dover, Medfield, Sherborn, South Natick, Millis, Walpole, and as far away as Westport, MA. Fixtures are held twice weekly in the spring from mid-April through May, and again in the fall from September through Thanksgiving. Many local families have made viewing the Thanksgiving Hunt a part of their holiday tradition.

The term "fox hunt" is a bit misleading. In fact, the Hunt has been known to reroute its rides in the spring to avoid known fox dens and protect kits. The Norfolk Hunt is technically a "drag hunt," during which the hounds chase a foxy chemical scent "dragged" by a human "fox" to mimic a real fox moving through miles of country. The scent is laid out on a preplanned route and takes advantage of the more than 200 miles of trails maintained by the Hunt, most of which are accessible to the general public. These fox-hunting trails feature stone walls, fences, downed logs, and other obstacles for the dogs to navigate and for the horses and riders to jump.

The Norfolk Hunt Club's formal connection to Dover began with its 1901 purchase of the Wardner Farm on the Dover-Medfield border. The Hunt's clubhouse (now a private residence), along with its stables and kennels (both still in use today), were built around 1902 at 181 Centre Street. The kennels are the oldest of their kind still in use in America today and house approximately 25 American Foxhounds, which are bred for mobility, stamina, pack manners—and good voices!

In the 1920s, to accommodate the growing popularity of its annual "Farmer's Day" festivities, the Club purchased the land now known as "the Racecourse" on North Street in Medfield to hold steeplechase competitions and other public events designed to "give back" to its host communities. In their heyday, the events could draw up to 4,000 spectators. Today, the entertainment aspect of the Hunt lives on in the annual Norfolk Hunt Horse Show, the Polo in the Country match, and other festive events produced for public access and enjoyment.

The key to the survival of the Norfolk Hunt Club as an equestrian institution throughout the years has been its ongoing effort to engage the area landowners in keeping enough private "country" open to allow fox hunting to take place. From the earliest days, it cultivated these relationships with an appeal to the value of open space, and its argument that the preservation of open space improves the value of all owners' properties has proved out over time. Today its open space goals largely align with those of the Dover Land Conservation Trust, The Trustees of Reservations, the Massachusetts Audubon Society, and other conservation organizations in the continuing campaign to conserve the natural landscape. Their work not only makes it possible for the Norfolk Hunt Club to keep active beyond its 125 years, it provides the public with distinctive recreational spaces.

Our friend who had been surprised by the arrival of the hunters at his property stated at the time that it was a unique kind of entertainment to see and hear the Hunt pass through. As the late David Lewis, Master of Fox Hounds (1975–80) and author of *The Norfolk Hunt: One Hundred Years of Sport* wrote, "Those who hunt at Norfolk must understand, for the future of their sport, the concept that they cannot hunt for their own pleasure solely, but for the pleasure of the community as well."

—Hadley Reynolds, *Dover Town Report Committee*

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