

Town of
Carlisle
MASSACHUSETTS

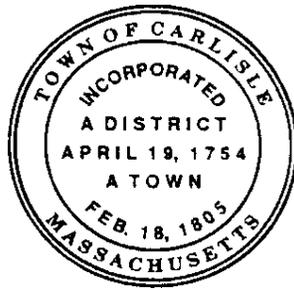


Annual Report
2024

Note on the Artwork

The 2024 Carlisle Annual Town Report features artwork from students at Carlisle Public School. The student's first name and grade level are included next to their work. Thank you to the Carlisle School students, teachers, and administrators who made this possible; we hope everyone enjoys the art as much as we do!

ANNUAL REPORT
OF THE
SELECT BOARD AND OTHER OFFICERS
TOWN OF CARLISLE



FOR THE YEAR ENDING
DECEMBER 31, 2024



Sawyer, 4th Grade

Middlesex County

The Town of Carlisle was incorporated as a District on April 19, 1754, and as a Town on February 18, 1805.

Miles of Road: 58.8

Area: 15.4 square miles

Population

1950	876	2016	5,356
1960	1,488	2017	5,424
1970	2,287	2018	5,279
1980	3,306	2019	5,370
1990	4,379	2020	5,396
2000	4,923	2021	5,419
2010	5,602	2022	5,470
2011	5,198	2023	5,501
2012	5,282	2024	5,332
2013	5,396		
2014	5,195		

Registered Voters 2024

American Independent	1
Conservative	2
Democrat	1,122
Green Rainbow	7
Inter 3 rd Party	3
Libertarian	4
MA Independent Party	1
Pirate	2
Pizza Party	1
Republican	305
Socialist	1
Twelve Vision Party	1
Unenrolled	2,626
United Independent Party	4
We The People	1
Working Families	1
	=====
TOTAL	4,082

Senators in Congress

Edward J. Markey	(D)
Elizabeth A. Warren	(D)

Representative in Congress *3rd Congressional District*

Lori L. Trahan	(D)
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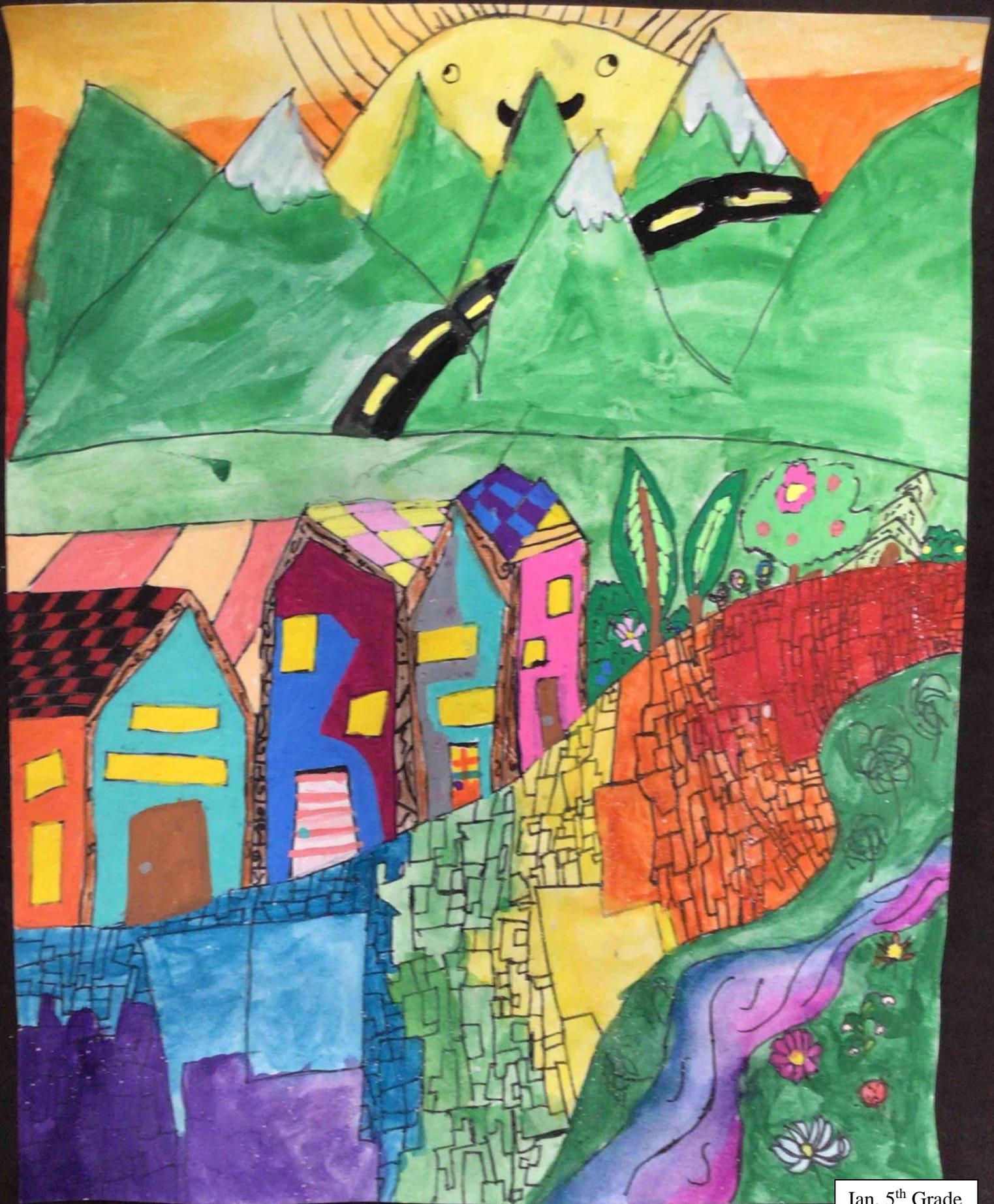
State Senator *3rd Middlesex District*

Michael J. Barrett	(D)
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State Representative *14th Middlesex District*

Simon Cataldo	(D)
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Governor



Ian, 5th Grade

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Nana, 3rd Grade

ADMINISTRATION AND FINANCE

Elected Officials

Elected during the Annual Town Election, held Tuesday, May 16, 2023; unless otherwise noted.

BOARD OF ASSESSORS

Karen Yeyinmen [2025]
David Boardman [2026]
Kenneth Mostello [2027]

BOARD OF HEALTH

Cathy Galligan* [2025] (resigned
3/21/24)
Anthony Mariano [2025]
Jennifer Wall [2026]
Patrick J Collins [2027]
David B Erickson [2027]
John Keating* [2025] (apptd.7/9/24)

LIBRARY TRUSTEES

Kaitlin Waterson [2025]
Karen Gettings [2026]
Christine M Lear [2027]

MODERATOR

Wayne Davis [2027]

PLANNING BOARD

Eric Adams [2025]
Joseph Gushue [2025]
Court Herschelman [2025]
Christopher Geggis [2026]
Sara Cassidy Smith [2026]
Adelaide Grady [2027]
William Guild [2027]

TOWN CLERK

Margaret "Peggy" Wang* [2027] (died in office)
Gretchen Gallimore Interim (apptd. 6/6/24)
James Mullen Interim (apptd. 7/8/24)
Rosemary Harvell Interim (apptd. 9/24/24)
Ashley Cote Apptd. 12/10/24

SELECT BOARD

Barbara "Barney" Arnold [2025]
Travis J. Snell [2025]
Seth "David" Model [2026]
Katherine T. Reid [2026]
Scott Triola [2027]

SCHOOL COMMITTEE

Sharon Whitt [2025]
Sara Wilson [2025]
Julie Viola [2026]
Brian Waterson [2026]
Scott B Jamison [2027]

Appointed Public Bodies

Appointed by the Select Board as of July 9th, 2024, unless otherwise indicated.

“ind” denotes an indefinite term, until completion of a specified project or report.

AFFORDABLE HOUSING TRUST

Beverley Shorey	[2025]
Christine Johnson-Battista	[2025]
John Ballantine	[2025]
William Luther	[2025]
Kate Reid (Select Board)	[2025]
Vacant	[2025]
Vacant	[2025]

AGRICULTURAL COMMISSION

Andrew Rodgers	[2025]
Steven Huberman (apptd. 7/23/24)	[2025]
Christopher Fielding	[2026]
Marjorie Findley	[2027]
John Lee	[2027]

ARPA

The ARPA Committee was dissolved.

BOARD OF REGISTRARS

Town Clerk or Interim Town Clerk	[n/a]
Helen Kay Hurley, D	[2025]
William Tice, R	[2025]
Anne Gibbs, D (apptd. 11/15/24)	[2027]

CELEBRATIONS & VETERANS COMM.

<i>Vacant</i>	[2025]
<i>Vacant</i>	[2025]
Heidi Haring	[2026]
Scott Evans	[2027]
Greg Fairbank	[2027]

CEMETERY TASK FORCE

Gordon Means	[ind]
Dana Booth	[ind]
Susan Richardson	[ind]
Vacant	[ind]
Vacant	[ind]

COMMUNITY PRESERVATION COMMITTEE

Barney Arnold (Select Board)	[2025]
Courtney Bittelari (Recreation Comm.)	[2025]
Adelaide Grady (Planning Board)	[2025]
Christine Johnson-Battista (CAHT)	[2025]
Krissy O’Shea (Historical Commission)	[2025]
Helen Young (Conservation Comm.)	[2025]
Maureen Cosgrove-Deery (At-Large)	[2025]

CONSERVATION COMMISSION

Nick Ognibene	[2025]
Helen Young	[2025]
Brian Murphy	[2026]
Alex Parra	[2026]
Daniel L. Wells	[2026]
Naveet Hundal	[2027]
George Shepard	[2027]

CONSERVATION RESTRICTION ADVISORY COMMITTEE

Madeleine Blake	[2025]
Nancy Cowan	[2025]
Marc Lamere (Trails Committee)	[2025]
Eric "Rich" Oches (CCF)	[2025]
Court Herschelman (Planning Board)	[2025]
Brian Murphy (Conservation Comm.)	[2025]
Ken Harte	[2025]

COUNCIL ON AGING AND HUMAN SERVICES BOARD

Mary Cheever	[2025]
Amy Livens	[2025]
Antonie McBride	[2025]
Elisabeth Bojarski	[2026]
Jerome Lerman	[2026]
Abha Singhal	[2026]
Ann James	[2027]
John Ballantine	[2027]
Ann Quenin	[2027]

Associate members (1-Year term)

<i>Dan Barlow</i>	[2025]
<i>Charlie Cox</i>	[2025]
<i>Verna Gilbert</i>	[2025]
<i>Sally Hayen</i>	[2025]
<i>Helen Young</i>	[2025]

CRANBERRY BOG WORKING GROUP

The CBWG was dissolved

CULTURAL COUNCIL

Preston Holleman	[2025]
Mark Levitan	[2025]
Ann Quenin	[2025]
Jenn Albanese	[2026]
Jan Christer Mikael "Chris" Brenne	[2026]
Dan Lennon, Vice-Chair	[2026]
Vrinda Pathak	[2026]
Deborah Bentley	[2027]
Kristi Wynn (apptd. 8/13/24)	[2027]
Laurelyn Roberts (apptd. 8/13/24)	[2027]
Amanda Kern (apptd. 3/15/24)	[2027]

DIMENT PARK SUBCOMMITTEE (formed 10/22/2024)

Adam Cotton	[ind]
Sarah Wengert	[ind]
Aileen Foody	[ind]
Carolyn Abbott	[ind]
Eleanor Longman	[ind]
Emma Boettcher	[ind]
Jessie Pescatore	[ind]
Kate Garabedian	[ind]

ENVIRONMENTAL SUSTAINABILITY

Eric Balles	[2025]
Sara Dunleavy	[2025]
Richard Hisey	[2026]
Christina Christodouloupoulos	[2026]
Glenn Reed	[2026]
Launa Zimmaro	[2027]
Alan Gilden (apptd. 8/13/24)	[2027]
Aidan O'Connor, Associate	[2025]
Alan Lewis, Associate	[2026]

FINANCE COMMITTEE

Aaron D'Elia	[2025]
Heidi Sjoberg	[2025]
Victor Lang	[2026]
Craig Leelman	[2026]
Marc Bernstein	[2026]
James Catacchio	[2027]
Nathan Brown (apptd. 9/10/24)	[2027]

HISTORICAL COMMISSION

Sarah Smith (Planning Board, Architect) [2025]
Ben Herter [2025]
Krissy O'Shea [2025]
Colby Mauke [2026]
Ed Rolfe [2026]
Vacant, Alternate [2025]
Annette Lee, Alternate [2026]
Vacant, Alternate [2027]

LAND STEWARDSHIP

Rhonda Michaud [2025]
Shane Usher [2025]
Dwight DeMay [2026]
Adam Chojnacki [2026]
Susan Provenzano (apptd. 8/13/24) [2026]
Judy Asarkof [2027]
Warren Lyman [2027]
Claudia Talland [2027]
Julie Durrell [2027]
Brian Murphy (apptd. 5/28/24) [2027]
Debby Geltner, resigned [2026]

MAPC

Julie Mercier, Chris Geggis (MAGIC) [2025]
Kate Reid (MAGIC/MAPC) [2025]

MUNICIPAL FACILITIES COMMITTEE

Steve Hinton [2025]
Travis Snell [2025]
Scott Jamison (School Committee) [2025]
William Risso [2026]
Jerome Lerman [2027]

RECREATION COMMISSION

Adam Cotton [2025]
Sarah Wengert [2026]
Meredith Bielecki [2027]
Scott Jamison [2027]
Courtney Bittelari [2027]

SAFETY COMMITTEE 8/13/2024

(formerly Traffic and Pedestrian Safety Committee)

Glenn Reed [2025]
Kate Reid [2025]
Elizabeth Lester [2026]
Sasha Miyamoto [2026]
Valerie Thaddeus [2026]
Laura Harrison [2027]
Brian King [2027]

SCHOLARSHIP ADVISORY COMMITTEE

Vacant
Vacant
Vacant

TOWN MEETING STUDY COMMITTEE

Nancy Pierce [2025]
David Model [2025]
Brian Waterson [2025]
Danielle Zion [2025]
Deepa Chungi [2025]
Don Drinkwater [2025]
Mark Bernstein [2025]

TRAILS COMMITTEE

Alan Ankers [2025]
Stephen P. Tobin [2025]
Sarah Carmichael [2026]
Adam Chojnacki [2026]
Marc Lamere [2027]
Warren Spence [2027]
Kathleen Hardcastle [2027]
Patricia Wolfe, Associate [2026]
Mark Longwell, Associate [2026]
Merrit Maxim, Associate [2026]

TRANSFER STATION ACTION COMMITTEE

Thomas Bilotta, Chair	[2025]
Dan Scholten	[2025]
Benjamin Sherry	[2025]
Rob Peary	[2026]
John Petrie	[2026]
Laura Snowdon	[2026]
<i>Vacant</i>	[2027]
<i>Vacant</i>	[2027]
<i>Vacant</i>	[2027]
Christine Leare, Associate	[2025]
<i>Vacant. Associate</i>	[2025]

YOUTH COMMISSION

Stefani Keene	[2025]
Chelsea Mascari	[2025]
Heather Wright	[2026]
Billie Jo Kelly	[2026]
Brooke Mackintosh	[2026]
Heather Wright	[2026]

ZONING BOARD OF APPEALS

Eric Adams	[2026]
Emanuel Crespo	[2026]
Steven Hinton	[2027]
W. Jay Lee, Associate	[2025]
Ian Applegate, Associate	[2026]
Gretchen Anderegg, Associate	[2027]



Town Clerk and the Board of Registrars

TOWN CLERK: January 2024 - June 2024, Margaret “Peggy” Wang
June 2024 – July 2024, Gretchen Gallimore, Interim
June 2024 - September 2024, James Mullen, Interim
September 2024 – December 2024, Rosemary B. Harvell, Interim
December 2024 – Ashley Cote

Staff: Alanna Lynch (Assistant Town Clerk)

ROLE: The Office of the Town Clerk serves as a central information point for the Town.

- Chief elections officer
- Registrar of vital statistics
- Public records officer
- Administers oaths of office
- Licensing officer
- Maintains record of adopted bylaws
- Maintains record of resignations and appointments
- Burial Agent
- Certifies Annual Town Budget
- Certifies Planning Board and Zoning Board of Appeals Decisions

BOARD OF REGISTRARS: Approved by the Select Board for 3-year terms:
William Tice (Republican, exp. 2025), Helen Kay Hurley (Democrat, exp. 2025), Anne Gibbs (Democrat, exp. 2027) and the Town Clerk

HIGHLIGHTS:

- Updated Annual Town Census
- Published Annual Street List of Residents and confirmed voter registration.
- Complied with State Laws regarding Ethics/Open Meetings/Public Records.
- Posted Agendas and Minutes for Boards and Committees.
- Fulfilled numerous Public Records Requests via email.
- Updated and implemented election procedures.

ELECTIONS:

- Held Town Caucus on March 29, 2024, for the nomination of candidates for Town offices.
- Held Presidential Primary on March 5, 2024, 1494 registered voters participated, 36.8% participation.
- Held Annual Town Election on May 21, 2024, 759 registered voters participated, 18.9% participation.
- Held State Primary on September 3, 2024, 880 registered voters participated, 21.5% participation.
- Held State Election on November 5, 2024, 3461 registered voters participated, 84.8% participation.

TOWN MEETING:

- Annual Town Meeting convened on May 13, 2024, at Carlisle Public School in the Corey Auditorium at 83 School Street and with remote participation at Benfield Farm Apartments at 575 South Street. There were 216 registered voters present.

The Office of the Town Clerk continues to be an office that strives to serve the residents of Carlisle in a friendly and professional manner. It is our goal to improve services as we meet the needs of the community and comply with the laws of the Commonwealth.

VITAL STATISTICS

Vital Records	2024	2023	2022	2021	2020
Births	34	38	36	26	26
Marriages	12	8	7	4	11
Deaths	33	28	25	28	16

Registered Voters	2024	2023	2022	2021	2020
Democrat	1,122	1,125	1,144	1,139	1,171
Republican	305	340	361	361	396
Libertarian	4	5	7	7	8
Green-Rainbow	7	5	4	4	5
All Other Political Designations	18	21	16	19	22
Unenrolled	2,626	2,564	2,490	2,437	2471
Total Registered Voters	4,082	4,035	4,002	3,964	4,070

Dog Licenses Issued	2024	2023	2022	2021	2020
Individual Tags	911	926	1004	915	597
Kennels	5	5	4	5	5

	2024	2022	2022	2021	2020
Business Certificates Issued	18	16	10	26	18

	2024	2023	2022	2021	2020
Population by Year	5,332	5,501	5,470	5,419	5,396

Presidential Primary
Tuesday, February 5, 2024

In-person early voting and early voting by mail were required for the Presidential Primary. On January 23, 2024, the Select Board voted to approve the following in-person early voting schedule at 66 Westford St, Town Hall, Clark Room:

Saturday, February 24, 2024, 12:00pm to 4:00pm
Monday, February 26, 2024, 10:00am to 12:00pm
Tuesday, February 27, 2024, 4:00pm to 6:00pm
Wednesday, February 28, 2024, 8:00am to 10:00am
Thursday, February 29, 2024, 1:00pm to 3:00pm
Friday, March 1, 2024, 9:00am to 11:00am

The Presidential Primary was held at 66 Westford St. Town Hall, Clark Room, Precinct 1. The Warrant was properly executed by Constable Joseph Topol. The voting machine was set at zero and checked by the Carlisle Police Department to confirm there were no ballots in the box. Polls were open from 7:00am to 8:00pm. The results of the election are as follows.

Democratic Party

<u>Presidential Preference</u>		<u>Town Committee</u>	
Dean Phillips	27	Bonnie Orr Miskolczy	576
Joseph R. Biden	715	John Winthrop Ballantine Jr	578
Marianne Williamson	17	Daniel Scholten	553
No Preference	61	Launa Zimmaro	564
Blanks	5	Sharmili Poonam Das	550
Write-in	6	Maureen Cosgrove-Derry	553
Total	831	Frank C. Rigg	561
		Rebecca Morris	549
		Katherine T. Reid	587
<u>State Committee Man</u>		Robert Eric Wallhagen	570
Robert G. Logan	637	Graciano Francisco Dolen Tacardon	538
Blanks	192	Eric Alan Oches	535
Write-in	2	Bridget G. Ferrari	556
Total	831	Carrie Dwan Patel	581
		David B. Erickson	541
<u>State Committee Woman</u>		Daniel Carrington Cook Jr	543
Mara Dolan	655	Robert V. Kerney	535
Blanks	175	Blanks	19610
Write-in	1	Write-in	5
Total	831	Total	29085

<u>Republican Party</u>			
<u>Presidential Preference</u>			<u>Town Committee</u>
Chris Christie	7		Charles Hollman 9
Ryan Binkley	2		Write-in 53
Vivek Ramaswamy	4		Blank 19678
Asa Hutchinson	0		Total 19740
Donald J. Trump	218		
Ron DeSantis	2		
Niki Haley	414		
No Preference	7		
Write-in	1		
Blank	3		
Total	658		
<u>State Committee Man</u>			
James E. Dixon	365		
Blanks	280		
Justin Cusano	13		
Total	658		
<u>State Committee Woman</u>			
Ruth A. Cusano	129		
Doreen A. Deshler	294		
Blanks	227		
Write-in	8		
Total	658		

<u>Libertarian Party</u>			
<u>Presidential Preference</u>			<u>Town Committee</u>
Jacob George Hornberger	1		Blank 50
Michael D. Rectenwald	0		Write-in 0
Chase Russell Oliver	1		Total 50
Michael Ter Maat	0		
Lars Damian Mapstead	0		
No Preference	1		
Write-in	1		
Blank	1		
Total	5		
<u>State Committee Man</u>			
Blank	5		
Write-in	0		
Total	5		
<u>State Committee Woman</u>			
Blank	5		
Write-in	0		
Total	5		

ANNUAL TOWN ELECTION

Tuesday May 21, 2024

Early Voting in Person and Early Voting by mail were not required for any Annual Municipal Election.

The Annual Town Election was held at 66 Westford St. Town Hall, Clark Room, Precinct 1. The Warrant was properly executed by Constable Joseph Topol. The voting machine was set at zero and checked by the Carlisle Police Department to confirm there were no ballots in the box. Polls were open from 7:00am to 8:00pm. The results of the election are as follows.

<p><u>Select Board – One for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Scott M Triola</td><td style="text-align: right;">634</td></tr> <tr><td>Blanks</td><td style="text-align: right;">124</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Scott M Triola	634	Blanks	124	All Others	1	Total	759	<p><u>Town Moderator – One for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Wayne H Davis</td><td style="text-align: right;">642</td></tr> <tr><td>Blanks</td><td style="text-align: right;">114</td></tr> <tr><td>All Others</td><td style="text-align: right;">3</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Wayne H Davis	642	Blanks	114	All Others	3	Total	759				
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<p><u>Board of Assessors – One for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Kenneth P Mostello</td><td style="text-align: right;">440</td></tr> <tr><td>Thierry Bruno Copie</td><td style="text-align: right;">233</td></tr> <tr><td>Blanks</td><td style="text-align: right;">85</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Kenneth P Mostello	440	Thierry Bruno Copie	233	Blanks	85	All Others	1	Total	759	<p><u>Town Clerk</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Margaret Wang</td><td style="text-align: right;">522</td></tr> <tr><td>David B Erickson</td><td style="text-align: right;">190</td></tr> <tr><td>Blanks</td><td style="text-align: right;">46</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Margaret Wang	522	David B Erickson	190	Blanks	46	All Others	1	Total	759
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<p><u>Board of Health – Two for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Patrick J Collins</td><td style="text-align: right;">585</td></tr> <tr><td>David B Erickson</td><td style="text-align: right;">568</td></tr> <tr><td>Blanks</td><td style="text-align: right;">346</td></tr> <tr><td>All Others</td><td style="text-align: right;">19</td></tr> <tr><td>Total</td><td style="text-align: right;">1518</td></tr> </table>	Patrick J Collins	585	David B Erickson	568	Blanks	346	All Others	19	Total	1518	<p><u>Question One - Fire Truck</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Yes</td><td style="text-align: right;">570</td></tr> <tr><td>No</td><td style="text-align: right;">155</td></tr> <tr><td>Blanks</td><td style="text-align: right;">34</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Yes	570	No	155	Blanks	34	Total	759		
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<p><u>Library Trustee – One for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Christine Lear</td><td style="text-align: right;">650</td></tr> <tr><td>Blanks</td><td style="text-align: right;">107</td></tr> <tr><td>All Others</td><td style="text-align: right;">2</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Christine Lear	650	Blanks	107	All Others	2	Total	759	<p><u>Question Two – Police Station</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Yes</td><td style="text-align: right;">515</td></tr> <tr><td>No</td><td style="text-align: right;">205</td></tr> <tr><td>Blanks</td><td style="text-align: right;">39</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Yes	515	No	205	Blanks	39	Total	759				
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<p><u>Planning Board – Two for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Adelaide Markham Grady</td><td style="text-align: right;">594</td></tr> <tr><td>William Guild</td><td style="text-align: right;">7</td></tr> <tr><td>Blanks</td><td style="text-align: right;">890</td></tr> <tr><td>All Others</td><td style="text-align: right;">27</td></tr> <tr><td>Total</td><td style="text-align: right;">1518</td></tr> </table>	Adelaide Markham Grady	594	William Guild	7	Blanks	890	All Others	27	Total	1518	<p><u>Question Three – Town Clerk Appointed</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Yes</td><td style="text-align: right;">436</td></tr> <tr><td>No</td><td style="text-align: right;">297</td></tr> <tr><td>Blanks</td><td style="text-align: right;">26</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Yes	436	No	297	Blanks	26	Total	759		
Adelaide Markham Grady	594																				
William Guild	7																				
Blanks	890																				
All Others	27																				
Total	1518																				
Yes	436																				
No	297																				
Blanks	26																				
Total	759																				
<p><u>School Committee – One for Three Years</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Scott B Jamison</td><td style="text-align: right;">605</td></tr> <tr><td>Blanks</td><td style="text-align: right;">152</td></tr> <tr><td>All Others</td><td style="text-align: right;">2</td></tr> <tr><td>Total</td><td style="text-align: right;">759</td></tr> </table>	Scott B Jamison	605	Blanks	152	All Others	2	Total	759	<table style="width: 100%; border-collapse: collapse;"> <tr><td>Total Ballots</td><td style="text-align: right;">759</td></tr> <tr><td>Total Registered Voters</td><td style="text-align: right;">4017</td></tr> <tr><td>Turnout</td><td style="text-align: right;">18.9%</td></tr> </table>	Total Ballots	759	Total Registered Voters	4017	Turnout	18.9%						
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All Others	2																				
Total	759																				
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Total Registered Voters	4017																				
Turnout	18.9%																				

State Primary
Tuesday September 3, 2024

In-person early voting and early voting by mail were required for the Presidential Primary. The in-person early voting schedule at 66 Westford St, Town Hall, Clark Room was as follows:

Saturday, August 24, 2024, 12:00pm to 4:00pm
Monday, August 26, 2024, 9:00am to 3:00pm
Tuesday, August 27, 2024, 9:00am to 3:00pm
Wednesday, August 28, 2024, 9:00am to 3:00pm
Thursday, August 29, 2024, 9:00am to 3:00pm
Friday, August 30, 2024, 9:00am to 3:00pm

The State Primary was held at 66 Westford St. Town Hall, Clark Room, Precinct 1. The Warrant was properly executed by Constable Joseph Topol. The voting machine was set at zero and checked by the Carlisle Police Department to confirm there were no ballots in the box. Polls were open from 7:00am to 8:00pm. The results of the election are as follows.

Democratic Party																							
<p><u>Senator In Congress</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Elizabeth Ann Warren</td><td style="text-align: right;">663</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">41</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Elizabeth Ann Warren	663	All Others	1	Blanks	41	Total	705	<p><u>Representative in General Court – Fourteenth Middlesex District</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Simon J. Cataldo</td><td style="text-align: right;">656</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">48</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Simon J. Cataldo	656	All Others	1	Blanks	48	Total	705						
Elizabeth Ann Warren	663																						
All Others	1																						
Blanks	41																						
Total	705																						
Simon J. Cataldo	656																						
All Others	1																						
Blanks	48																						
Total	705																						
<p><u>Representative In Congress – Third District</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Lori Loureiro Trahan</td><td style="text-align: right;">652</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">52</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Lori Loureiro Trahan	652	All Others	1	Blanks	52	Total	705	<p><u>Clerk of Courts – Middlesex County</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Michael A. Sullivan</td><td style="text-align: right;">609</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">95</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Michael A. Sullivan	609	All Others	1	Blanks	95	Total	705						
Lori Loureiro Trahan	652																						
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Blanks	52																						
Total	705																						
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<p><u>Councillor – Third District</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Marilyn M. Petitto Devaney</td><td style="text-align: right;">243</td></tr> <tr><td>Mara Dolan</td><td style="text-align: right;">411</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">50</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Marilyn M. Petitto Devaney	243	Mara Dolan	411	All Others	1	Blanks	50	Total	705	<p><u>Register of Deeds – Middlesex Northern District</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Karen M. Cassella</td><td style="text-align: right;">161</td></tr> <tr><td>Sokhary Chan Chau</td><td style="text-align: right;">267</td></tr> <tr><td>Joseph D. Ready</td><td style="text-align: right;">211</td></tr> <tr><td>All Others</td><td style="text-align: right;">0</td></tr> <tr><td>Blanks</td><td style="text-align: right;">66</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Karen M. Cassella	161	Sokhary Chan Chau	267	Joseph D. Ready	211	All Others	0	Blanks	66	Total	705
Marilyn M. Petitto Devaney	243																						
Mara Dolan	411																						
All Others	1																						
Blanks	50																						
Total	705																						
Karen M. Cassella	161																						
Sokhary Chan Chau	267																						
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Blanks	66																						
Total	705																						
<p><u>Senator in General Court – Third Middlesex District</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Michael J. Barrett</td><td style="text-align: right;">635</td></tr> <tr><td>All Others</td><td style="text-align: right;">1</td></tr> <tr><td>Blanks</td><td style="text-align: right;">69</td></tr> <tr><td>Total</td><td style="text-align: right;">705</td></tr> </table>	Michael J. Barrett	635	All Others	1	Blanks	69	Total	705															
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All Others	1																						
Blanks	69																						
Total	705																						

<u>Republican Party</u>	
<u>Senator In Congress</u>	<u>Representative in General Court – Fourteenth Middlesex District</u>
Robert J. Antonellis 56	Doreen Ann Deshler 14
Ian Cain 12	All Others 0
John Deaton 102	Blanks 160
All Others 1	Total 174
Blanks 3	
Total 174	
<u>Representative In Congress – Third District</u>	<u>Clerk of Courts – Middlesex County</u>
All Others 8	All Others 0
Blanks 166	Blanks 174
Total 174	Total 174
<u>Councillor – Third District</u>	<u>Register of Deeds – Middlesex Northern District</u>
All Others 0	All Others 0
Blanks 174	Blanks 174
Total 174	Total 174
<u>Senator in General Court – Third Middlesex District</u>	
All Others 3	
Blanks 171	
Total 174	

<u>Libertarian Party</u>	
<u>Senator In Congress</u>	<u>Representative in General Court – Fourteenth Middlesex District</u>
All Others 0	All Others 0
Blanks 1	Blanks 1
Total 1	Total 1
<u>Representative In Congress – Third District</u>	<u>Clerk of Courts – Middlesex County</u>
All Others 0	All Others 0
Blanks 1	Blanks 1
Total 1	Total 1
<u>Councillor – Third District</u>	<u>Register of Deeds – Middlesex Northern District</u>
All Others 0	All Others 0
Blanks 1	Blanks 1
Total 1	Total 1
<u>Senator in General Court – Third Middlesex District</u>	
All Others 0	
Blanks 1	
Total 1	

State Election
Tuesday November 5, 2024

In-person early voting and early voting by mail were required for the Presidential Election according to the State Election Advisory #22-01. The in-person early voting schedule at 66 Westford St, Town Hall, Clark Room was as follows:

Saturday, October 19, 2024, 9:00am to 1:00pm
Monday, October 21, 2024, 9:00am to 3:00pm
Tuesday, October 22, 2024, 9:00am to 3:00pm
Wednesday, October 23, 2024, 9:00am to 3:00pm
Thursday, October 24, 9:00am to 3:00pm
Friday, October 25, 9:00am to 3:00pm
Saturday, October 26, 9:00am to 1:00pm
Monday, October 28, 2024, 9:00am to 3:00pm
Tuesday, October 29, 2024, 9:00am to 3:00pm
Wednesday, October 30, 2024, 9:00am to 3:00pm
Thursday, October 31, 2024, 9:00am to 3:00pm
Friday, November 1, 2024, 9:00am to 3:00pm

The State Election was held at 66 Westford St. Town Hall, Clark Room, Precinct 1. The Warrant was properly executed by Constable Joseph Topol. The voting machine was set at zero and checked by the Carlisle Police Department to confirm there were no ballots in the box. Polls were open from 7:00am to 8:00pm. The results of the election are as follows.

<p><u>Electors of President and Vice President</u></p> <table> <tr><td>Ayyadurai and Ellis</td><td>15</td></tr> <tr><td>De La Cruz and Garcia</td><td>7</td></tr> <tr><td>Harris and Walz</td><td>2648</td></tr> <tr><td>Oliver and Ter Maat</td><td>27</td></tr> <tr><td>Stein and Caballero-Roca</td><td>23</td></tr> <tr><td>Trump and Vance</td><td>663</td></tr> <tr><td>All Others</td><td>18</td></tr> <tr><td>Blanks</td><td>60</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Ayyadurai and Ellis	15	De La Cruz and Garcia	7	Harris and Walz	2648	Oliver and Ter Maat	27	Stein and Caballero-Roca	23	Trump and Vance	663	All Others	18	Blanks	60	Total	3461	<p><u>Senator in General Court – Third Middlesex District</u></p> <table> <tr><td>Michael J. Barrett</td><td>2616</td></tr> <tr><td>All Others</td><td>37</td></tr> <tr><td>Blanks</td><td>808</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Michael J. Barrett	2616	All Others	37	Blanks	808	Total	3461
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<p><u>Senator In Congress</u></p> <table> <tr><td>Elizabeth Ann Warren</td><td>2438</td></tr> <tr><td>John Deaton</td><td>943</td></tr> <tr><td>All Others</td><td>4</td></tr> <tr><td>Blanks</td><td>76</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Elizabeth Ann Warren	2438	John Deaton	943	All Others	4	Blanks	76	Total	3461	<p><u>Representative in General Court – Fourteenth Middlesex District</u></p> <table> <tr><td>Simon J. Cataldo</td><td>2657</td></tr> <tr><td>All Others</td><td>38</td></tr> <tr><td>Blanks</td><td>808</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Simon J. Cataldo	2657	All Others	38	Blanks	808	Total	3461								
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<p><u>Representative In Congress – Third District</u></p> <table> <tr><td>Lori Loureiro Trahan</td><td>2700</td></tr> <tr><td>All Others</td><td>53</td></tr> <tr><td>Blanks</td><td>708</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Lori Loureiro Trahan	2700	All Others	53	Blanks	708	Total	3461	<p><u>Clerk of Courts – Middlesex County</u></p> <table> <tr><td>Michael A. Sullivan</td><td>2577</td></tr> <tr><td>All Others</td><td>27</td></tr> <tr><td>Blanks</td><td>857</td></tr> <tr><td>Total</td><td>3461</td></tr> </table>	Michael A. Sullivan	2577	All Others	27	Blanks	857	Total	3461										
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Total	3461																										

<u>Councillor – Third District</u>		<u>Register of Deeds – Middlesex</u>	
Mara Dolan	2587	<u>Northern District</u>	
All Others	35	Karen M. Cassella	2548
Blanks	839	Joseph D. Ready	2
Total	3461	All Others	26
		Blanks	885
		Total	3461



Juliet, 8th Grade

ANNUAL TOWN MEETING

May 13, 2024

The Annual Town Meeting on May 13, 2024, a quorum of 150 voters was reached and the Meeting was called to order by Moderator Wayne Davis in the Carlisle Public School Corey Auditorium and Cafeteria at 83 School Street and 575 South Street according to the Warrant. **There were 216 voters present.**

Moderator Davis then stated that he had inspected the return of the service of the Warrant and determined that it was properly served. He noted that unless there was an objection, he would like to dispense with the reading of the Warrant. There being no objections, the Warrant Articles were then called in order.

Before the meeting began the Moderator explained how the meeting would be conducted and confirmed that Nancy Shohet West of 532 South Street and Christine Stevens of 44 Rodgers Road were sworn in as Assistant Moderators. He gave permission to speak to the following non-voter attendees; employees of the Town, appointed members of Town boards and committees, and Town Counsel. The Moderator then asked for a motion to use electronic voting at the discretion of the Moderator throughout the meeting. A motion and second were made from the floor. Hearing no objections, he moved to a vote, and declared the motion carried unanimously.

ARTICLE 1 Consent Agenda

The ayes have it and the motion carried to have Articles 2 through 9 be considered in one motion, and that the motions for Articles 2 through 9 be hereby adopted as printed in the Motions booklet.

ARTICLE 2 Town Reports** (Consent Article)

The ayes have it and the motion carried to have the reports of the Town Officers, Boards, Committees, Commissioners, and Trustees as published in the Town Report for the Year 2023 be accepted and placed in the permanent records of the Town, it being understood that such acceptance does not constitute a ratification of the contents of those reports.

ARTICLE 3 Salaries of Elected Officials** (Consent Article)

The ayes have it and the motion carried to have the salaries of these elected officers of the Town be established as provided by Chapter 41, Section 108 of the General Laws, as amended, for fiscal year 2025, beginning July 1, 2024, as follows:

	Voted FY23	Voted FY24	FY25 Proposed
Moderator	\$ 50	\$ 50	\$ 50
Town Clerk	\$ 76,688	\$ 83,476	\$ 86,214
<i>Assessors</i>			
Chair	\$ 100	\$ 100	\$ 100
Member	\$ 100	\$ 100	\$ 100
Member	\$ 100	\$ 100	\$ 100

ARTICLE 4
Actuarial Valuation of Post-Employment Benefits** (Consent Article)

The ayes have it and the motion carried that Three Thousand Dollars (\$3,000) be raised and appropriated from the FY 2025 tax levy and other general revenues of the Town to be spent by the Select Board for the purpose of professional services in connection with GASB 74/75 actuarial valuation of post- employment benefits obligations for the Town.

ARTICLE 5
FY 2025 Chapter 90 Authorization ** (Consent Article)

The ayes have it and the motion carried that the Treasurer of the Town, with the approval of the Select Board, be authorized to borrow Two Hundred Fifty-Two Thousand One Hundred Dollars (\$252,100) to be expended by the Select Board for the reconstruction and improvement of public ways in the Town as provided for pursuant to the provisions of Section 34(2) (a) of Chapter 90 of the General Laws, such borrowing to be in anticipation of, and conditioned upon, reimbursement by the Commonwealth pursuant to said Chapter 90.

ARTICLE 6
PEG (Public, Educational, Government) Local Access Appropriation **
(Consent Article)

The ayes have it and the motion carried to have the Town vote to appropriate the sum of \$100,000 from the PEG (Public, Educational, Governmental) Local Access Receipts reserved for appropriation special revenue account for the purpose of providing local cable access services, equipment and programming for the Town of Carlisle.

ARTICLE 7
Department Revolving Funds Authorization (Consent Article)**

The ayes have it and the motion carried to have the Town vote to set the limit on the total amount that may be spent from each revolving fund for fiscal year 2025 as follows:

Revolving Account	FY25 Expenditure Limit (proposed)
School Bus Revolving Fund	\$ 60,000
Board of Health Inspections Revolving Fund	\$ 90,000
Trails Committee Revolving Fund	\$ 10,000
Foss Farm Revolving Fund	\$ 3,000
Historical Commission Revolving Fund	\$ 3,000
Youth Commission Revolving Fund	\$ 14,000
COAHS Events Revolving Fund	\$ 30,000
COAHS Transportation Revolving Fund	\$ 15,000



Anne, 2nd Grade

ARTICLE 8 – FY25 Salary/Wage Table **
(Consent Article)

MOTION: The ayes have it and the motion carried to adopt the Town of Carlisle, Massachusetts FY 2025 Classification & Compensation Plan, as shown below:

TOWN OF CARLISLE, MASSACHUSETTS

FY 2025 COMPENSATION PLAN

(all numbers expressed as hourly rates)

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade 1	20.25	20.44	20.64	20.86	21.06	21.28	21.48	21.70	21.92	22.14	22.36	22.59	22.81	23.04	23.27
Grade 2	22.07	22.28	22.51	22.73	22.96	23.19	23.43	23.66	23.90	24.13	24.38	24.61	24.87	25.11	25.36
Grade 3	24.06	24.29	24.54	24.79	25.03	25.29	25.53	25.79	26.04	26.31	26.57	26.84	27.11	27.37	27.65
Grade 4	26.24	26.49	26.76	27.02	27.30	27.58	27.85	28.13	28.41	28.69	28.98	29.27	29.56	29.86	30.15
Grade 5	28.58	28.87	29.16	29.45	29.74	30.04	30.34	30.64	30.95	31.26	31.57	31.89	32.21	32.53	32.85
Grade 6	31.16	31.46	31.78	32.10	32.41	32.74	33.07	33.41	33.73	34.07	34.41	34.75	35.10	35.45	35.81
Grade 7	34.27	34.61	34.96	35.31	35.66	36.02	36.38	36.74	37.11	37.48	37.85	38.23	38.62	39.00	39.40
Grade 8	37.69	38.07	38.45	38.83	39.22	39.61	40.01	40.41	40.82	41.23	41.64	42.06	42.47	42.89	43.32
Grade 9	41.83	42.25	42.67	43.10	43.53	43.97	44.41	44.85	45.30	45.75	46.21	46.67	47.14	47.61	48.09
Grade 10	46.43	46.90	47.37	47.84	48.32	48.80	49.29	49.79	50.29	50.79	51.29	51.81	52.32	52.84	53.37
Grade 11	51.55	52.07	52.59	53.12	53.65	54.18	54.72	55.28	55.83	56.38	56.94	57.52	58.09	58.67	59.25
Grade 12	57.22	57.79	58.36	58.96	59.54	60.13	60.74	61.35	61.96	62.58	63.20	63.83	64.48	65.12	65.77
Grade 13	63.51	64.14	64.79	65.43	66.08	66.75	67.41	68.09	68.77	69.46	70.15	70.85	71.56	72.28	73.00
Grade 14	70.49	71.20	71.90	72.63	73.35	74.08	74.83	75.57	76.33	77.10	77.86	78.64	79.43	80.23	81.02
Grade 15	80.59	81.39	82.21	83.03	83.87	84.70	85.55	86.40	87.27	88.14	89.02	89.91	90.81	91.72	92.64
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

TOWN OF CARLISLE, MASSACHUSETTS	
FY 2025 CLASSIFICATION PLAN	
Permanent Full and Part-time Employees	
1	8
Library Page	Executive Assistant
2	Planning Assistant
Van Driver	General Foreman
3	9
Library Assistant II	Facilities Manager
4	COAHS Social Services Manager
Driver/Laborer	10
Library Assistant I	Conservation Administrator
Maintenance Custodian	Town Clerk
5	Assistant Library Director
Head of Circulation	11
Part-Time Police Officer I*	Building Commissioner
ZBA Assistant	Public Health Nurse
Municipal Assistant	DPW Director
Heavy Equipment Operator	Health Agent
Transportation and Office Manager	COAHS Director
6	Recreation Director
Fire Assistant	Town Planner
Police Assistant	Assistant Town Administrator
COAHS Program Manager	12
Part-Time Police Officer II*	Town Accountant
DPW Mechanic	Treasurer Collector
7	13
Finance Assistant	Assessing Director
Assessing Assistant	14
Health Assistant	Deputy Police Chief
Assistant Town Clerk	15
Traffic Safety Member*	No Positions
Teen Librarian	NOTES
Part-Time Police Officer III*	<i>*Part-time officers are classified based on experience and academy training</i>
Children's Librarian	

ARTICLE 9
Revoke the Opioid Settlement Stabilization Fund and Create a Special Revenue Fund **
 (Consent Article)

The ayes have it and the motion carried to have the Town vote to revoke the dedication of funds to the Opioid Settlement Stabilization Fund pursuant to G.L. c. 44, s. 53, Clause 4 as voted by Article 5 of the October 23, 2023, Special Town Meeting and to place all statewide opioid settlement receipts previously received and received in the future into a special revenue fund as allowed by Chapter 77 of the Acts of 2023; or to take any other action related thereto.

ARTICLE 10
FY2025 Operating Budget

The ayes have it and the motion carried to have a total of Thirty-Five Million One Hundred Forty Eight Thousand Eight Hundred Fifty Four Dollars (\$35,148,854) be appropriated for FY2025, as set forth in the column entitled “FY2025 Recommended” as printed below; and to meet this appropriation One Hundred Thousand Dollars (\$100,000) be transferred from Free Cash and that the balance be raised from the FY2025 tax levy and other general revenues of the Town.

	FY2024 BUDGET	FY2025 RECOMMENDED
<u>GENERAL GOVERNMENT</u>		
Town Hall & General Expense	\$ 577,179	\$ 594,954
Town Hall Maintenance & Facilities	\$ 413,696	\$ 485,179
Historical Commission	\$ 15,037	\$ 15,513
Zoning Board of Appeals	\$ 14,653	\$ 13,360
Town Accountant	\$ 177,834	\$ 182,057
Treasurer	\$ 317,412	\$ 238,513
Town Clerk	\$ 142,524	\$ 146,707
Assessors	\$ 208,881	\$ 216,238
Planning Board	\$ 151,541	\$ 163,966
Energy & Sustainability	\$ 44,925	\$ 15,000
sub-total	\$ 2,063,682	\$ 2,071,487
<u>PROTECTION OF PERSONS & PROPERTY</u>		
Police	\$ 2,049,115	\$ 2,116,063
Fire	\$ 740,443	\$ 761,435
Communications	\$ 479,044	\$ 470,100
Conservation	\$ 175,218	\$ 188,472
Dog & Animal Control	\$ 12,000	\$ 11,000
Building & Inspection Services	\$ 187,361	\$ 233,453
Street Lights	\$ 4,000	\$ 4,000
sub-total	\$ 3,647,181	\$ 3,784,523

<u>PUBLIC WORKS</u>		
Department of Public Works	\$ 871,056	\$ 918,893
Snow & Ice	\$ 90,000	\$ 90,000
Transfer Station	\$ 275,089	\$ 269,200
Road Maintenance	\$ 88,416	\$ 87,800
sub-total	\$ 1,324,561	\$ 1,365,893
<u>HEALTH & HUMAN SERVICES</u>		
Youth Commission	\$ 3,293	\$ 3,300
Board of Health	\$ 148,057	\$ 154,624
Council on Aging	\$ 277,139	\$ 280,850
Veteran's Agent	\$ 21,000	\$ 21,000
sub-total	\$ 449,489	\$ 459,774
<u>EDUCATION</u>		
Carlisle Public School	\$ 12,794,097	\$ 13,217,833
CCRSO (w/o debt)	\$ 6,942,949	\$ 7,143,268
CCRSO Debt Service	\$ 951,035	\$ 922,717
Vocational	\$ 84,702	\$ 121,223
sub-total	\$ 20,772,783	\$ 21,405,041
<u>CULTURE & RECREATION</u>		
Library	\$ 693,048	\$ 713,839
Recreation	\$ 212,071	\$ 214,818
sub-total	\$ 905,119	\$ 928,657
<u>INSURANCE & FRINGE</u>		
Blanket Insurance	\$ 389,000	\$ 403,450
Group Insurance & Medicare	\$ 1,474,712	\$ 1,621,678
OPEB Trust	\$ 215,000	\$ 215,000
County Retirement	\$ 1,402,244	\$ 1,488,276
Unemployment Insurance	\$ 30,000	\$ 30,000
sub-total	\$ 3,510,956	\$ 3,758,404
<u>UNCLASSIFIED</u>		
Reserve Fund	\$ 150,000	\$ 150,000
sub-total	\$ 150,000	\$ 150,000
<u>DEBT SERVICE</u>		
Debt Service	\$ 1,280,569	\$ 1,225,075
sub-total	\$ 1,280,569	\$ 1,225,075
Total Operating Budget	\$ 34,104,340	\$ 35,148,854
	% Increase	3.06%

ARTICLE 11
FY25 Capital Equipment

The ayes have it and the motion carried to appropriate \$650,700 to pay costs of the capital projects described below:

FY25 Capital Plan			
Item	Dept	Location	Cost
Concrete Work	CPS	Grounds	\$ 40,000
WWTP Repairs	CPS	WWTP	\$ 143,400
Walkway and Drainage	CPS	Courtyard	\$ 50,000
Sofit Clean and Repair	CPS	CPS	\$ 25,000
Alarm System Repair	CPS	CPS	\$ 50,000
1-Ton Dump Truck	DPW	DPW	\$ 107,000
20-Yard Open Top Container	DPW	DPW	\$ 5,300
Garage Bay heaters	Fire	CFD	\$ 13,000
UPS Replacement	Dispatch	CPD	\$ 35,000
Cruiser	Police	CPD	\$ 145,000
Defibrillators	Police	CPD	\$ 8,000
Tasers	Police	CPD	\$ 14,000
IT Upgrades	Town Hall	Town Hall	\$ 15,000
		Total	\$ 650,700

and that to meet this appropriation, \$101,579.68 of unexpended bond proceeds that are no longer needed to pay costs of the Carlisle Public School renovation project for which they were originally borrowed, shall be transferred to pay costs making wastewater treatment plant improvements at the Carlisle Public School, in accordance with G.L. c. 44, §20, and \$549,120.32 shall be transferred from Free Cash.

ARTICLE 12
Ongoing Facilities Maintenance

The ayes have it and the motion carried to have the Town vote to transfer from Free Cash the sum of five hundred twenty thousand dollars (\$520,000) for facilities maintenance and improvement projects to the Town Hall, Police Station, Gleason Library, Bog House, Department of Public Works, and Carlisle School facilities, all projects are expected to be completed by June 30, 2026

ARTICLE 13
Police Station Renovation

The ayes have it and the motion carried to have the Town vote to appropriate three million five hundred fifty thousand one hundred and eighty eight dollars (\$3,550,188) to pay costs of designing, engineering, renovating and equipping the Town's police station located at 41 Lowell Street, including site preparation, remediation and all other costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. The Select Board is authorized to apply for and accept any forms of financial assistance that may be available to the Town on account of this project which amount received shall reduce the amount to be borrowed pursuant to this vote by a like amount, and further, that the Select Board is authorized to enter into all agreements and execute any and all instruments deemed necessary to effectuate the purposes of this vote. No amounts shall be borrowed or expended pursuant to this vote, however, until the Town shall have voted to exclude the amounts required to repay the borrowing authorized by this vote from the property tax levy limitations of G.L. c. 59, §21C (Proposition 2½).

ARTICLE 14
Fire Engine Purchase and Borrowing

The ayes have it and the motion carried to have the Town appropriate nine hundred and seventy five thousand dollars (\$975,000) to pay costs of purchasing a new fire engine for the use of the Fire Department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. No amounts shall be borrowed or expended pursuant to this vote, however, until the Town shall have voted to exclude the amounts required to repay the borrowing authorized by this vote from the property tax levy limitations of G.L. c. 59, §21C (Proposition 2½).

ARTICLE 15
Transfer to Capital Stabilization

The ayes have it and the motion carried to have the Town vote to transfer three hundred thousand dollars (\$300,000) from Free Cash into the Capital Stabilization Fund.

ARTICLE 16
GIS Program – Three Year Costs

The ayes have it and the motion carried to have the Town vote to transfer forty-five thousand dollars (\$45,000) from Free Cash to be used for improving the Town's GIS capabilities and functionality.

ARTICLE 17
Cranberry Bog Maintenance

The ayes have it and the motion carried to have the Town vote to transfer from Free Cash the sum of sixteen thousand five hundred dollars (\$16,500), to be used for improving and maintaining the Town's Cranberry Bog and surrounding areas.

ARTICLE 18
CPA Annual Recommendations

The ayes have it and the motion carried to have the Town vote to act on the report of the Community Preservation Committee for Fiscal Year 2025, as detailed below in numbered motion 1 through 5, and to appropriate or reserve for later appropriation monies from the Community Preservation Fund annual revenues or available funds, for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of community preservation projects and all other necessary and proper expenses for the year, and to authorize the Select Board and Conservation Commission to enter into all agreements and execute any and all instruments necessary to acquire, convey, or accept as the case may be, appropriate historic preservation restrictions for historic resources and conservation restrictions for open space, in accordance with Chapter 184 of the General Laws, to be in compliance with the requirements of Chapter 44B, Section 12 of the General Laws of the Commonwealth, as follows:

Motion 1 – FY25 CPA Appropriations:

The ayes have it and the motion carried to have the Town vote to act on the report of the Community Preservation Committee and to appropriate from the Fiscal Year 2025 Community Preservation Fund estimated revenues to the Community Preservation Fund accounts as follows:

- a. Sixty-four thousand dollars (\$64,000), be appropriated to the Community Housing Reserve Fund.
- b. Sixty-four thousand dollars (\$64,000), be appropriated to the Historic Reserve Fund.
- c. Sixty-four thousand dollars (\$64,000), be appropriated to the Open Space and Recreation Reserve Fund.
- d. Thirty thousand dollars (\$30,000), be appropriated for Administrative Expenses.

The ayes have it and the motion carried that Article 18, Motions 2 through 5 be considered in one motion and be hereby adopted as printed in the Motions booklet.

Motion 2 – Cranberry Bog Hydrologic Study

The ayes have it and the motion carried to have to have fifty-six thousand dollars (\$56,000) be appropriated from the Open Space and Recreation Reserve Fund to the Conservation Commission for the purposes of conducting a scientific hydrologic study of the watershed impacting the Carlisle Cranberry Bog Dam #1, the Carlisle Cranberry Bog Fiske Street Dike, its infrastructure formerly used for agriculture, evaluating dam design options and

water outlet operations to manage pond levels, and that such sums be expended by the Conservation Commission pursuant to the terms of the Town of Carlisle Community Preservation Committee Grant Agreement #2025-001, and further, that any portion of such sums not expended by June 30, 2026 shall be returned to the Open Space and Recreation Reserve Fund.

Motion 3 – Greenough Pond Hydrologic Study

The ayes have it and the motion carried to have thirty thousand dollars (\$30,000) be appropriated from the Open Space and Recreation Fund to the Conservation Commission for the purposes of conducting a scientific hydrologic study of the watershed impacting the Greenough Pond and surrounding areas, and evaluating the watershed for infrastructure management and to manage pond levels, and that such sums be expended by the Conservation Commission pursuant to the terms of the Town of Carlisle Community Preservation Committee Grant Agreement #2025-002, and further, that any portion of such sums not expended by June 30, 2026 shall be returned to the Open Space and Recreation Fund;

Motion 4 – Rental Assistance for Carlisle Residents

The ayes have it and the motion carried to have fifty thousand dollars (\$50,000) be appropriated from the Community Housing Reserve Fund to the Carlisle Council on Aging and Human Services (COAHS) to provide rental assistance to residents whose income is at or below the Area Median Income (AMI) and who pay more than 30% of their income for rent. The total rent is also limited to the Fair Market Rent (FMR) standard plus \$500, and applicants cannot own any real property worth more than \$50,000. The maximum amount of rental assistance per household shall be \$400 per month. Such sums to be expended by the COAHS shall be pursuant to the terms of the Town of Carlisle Community Preservation Committee Grant Agreement #2025-003, and further, that any portion of such sums not expended by June 30, 2026, shall be returned to the Community Housing Reserve Fund.

Motion 5 – Benfield Farms ADA Accessible Doors

The ayes have it and the motion carried to have sixty thousand dollars (\$60,000) be appropriated from the Community Housing Reserve Fund to the Carlisle Affordable Housing Trust (CAHT) to provide ADA accessible doors for the entrances and residential apartment doors of the Benfield property located at 575 South Street, and that such sums be expended by the CAHT pursuant to the terms of the Town of Carlisle Community Preservation Committee Grant Agreement #2025-004, and further, that any portion of such sums not expended by June 30, 2026, shall be returned to the Community Housing Reserve Fund.



Eloisa, 3rd Grade

Select Board

The Carlisle Select Board is pleased to submit this summary of the Town's affairs for the year ending December 31, 2024. Overall, we are pleased to report that the state of the Town is strong. The Town is financially stable and continues to provide residents with a wonderful place to live, incredible access to open outdoor spaces, and a highly regarded school system.

The Select Board is comprised of five members elected for staggered three-year terms by the voters at the Annual Town Election. Following the Annual Election, Scott Triola was elected to his first term. The Board elected Travis Snell as Chair, Barney Arnold as Vice Chair, and Mr. Triola as Clerk.

The Select Board is responsible for overseeing the development and implementation of Town policy for all matters except school management and issues delegated by state law to other commissions. Specific responsibilities of the Select Board include:

- Appointing and evaluating the Town Administrator and working closely with them to set annual goals and objectives.
- Approving the calendar and Warrant for Annual and Special Town Meetings, proposing matters for consideration, and implementing Town Meeting decisions.
- Making appointments to most Town boards, committees, and task forces, and approving appointments made by the Town Administrator.
- Granting various permits and licenses.
- Reviewing the development of the Town's operating and capital budgets.
- Representing the Town in dealings with federal, state, regional, and local government agencies.
- Acknowledging the many gifts, grants, and recognitions Carlisle gratefully receives.

Meetings are open to all interested Carlisle citizens, with time allotted for public comment. Agendas, minutes, and supporting materials are posted on the Town website. Minuteman Media Network records and broadcasts meetings on the local access cable channel and online. Regular updates are also posted on the Town's website and social media.

When necessary, the Board meets in Executive Session to discuss litigation, land acquisition, and labor negotiations. Board members also meet with neighboring officials and the Town's representatives in the Massachusetts legislature, Representative Simon Cataldo and State Senator Mike Barrett.

To enhance citizen engagement and ensure transparency, boards, committees, and commissions hold public hearings, forums, and workshops throughout the year.

The Select Board annually reaffirms its values and guiding principles to align its goals and objectives with improving Town governance. These include effective governance,

financial stability, sustainable infrastructure, enhancement of natural resources, preservation of small-town values, provision of excellent education, and advancing Carlisle’s interests at the regional and state levels.

The Board collaborates with the Town Administrator, other boards, and the community to set strategic priorities. Balancing citizens’ expectations for services with reasonable tax rates is a key responsibility. Ultimately, through the Town Meeting system, Carlisle’s engaged and informed residents make the final decisions on Town affairs.

Financial Status

The Town remains in a strong financial position. For the fiscal year ending June 30, 2024, we received a clean audit report with only a few minor non-critical issues to address. Town Meeting voters approved an FY25 operating budget of \$35,148,851 and over \$2 million in capital projects. These investments support robust services and meet educational obligations at Carlisle Public Schools and Concord-Carlisle Regional High School.

As of July 1, 2024, the Town’s reserves totaled \$4,497,677. The general fund's unassigned fund balance was approximately 12.89% of total general fund revenues, an indicator of strong fiscal health. Carlisle maintains an Aa1 bond rating, effectively the highest possible given the Town’s size.

ARPA Spending

The last day of 2024 marked the final deadline for the American Rescue Plan Act (“ARPA”) spending. Guided by recommendations from the ARPA Committee, the Select Board oversaw the appropriation of these funds for several years, helping the Town replace revenue lost during the COVID pandemic and improve several important Town projects. The final list of projects approved in 2024 included:

- Police Station Renovation Design Project - \$103,250
- Rental Assistance for Seniors in Need - \$15,350 increase to original project allocation
- Corey Auditorium Lighting - \$22,149
- Federal Single Audit (FY24) - \$5,000
- Town Hall Reconfiguration - \$20,116.68 increase to original project allocation
- Nutrition Support for Seniors in Need - \$400 increase to original project allocation
- Carlisle Owner Project Management Services (OPM) for the proposed police station renovation project - \$146,418.64

Grants Awarded

Several grants were awarded to help offset costs for town projects, including:

- MVP Planning Grant - \$59,735
- 911 Training Grant - \$40,170.79
- Police Bridge Academy Grant - \$6,000
- Firefighter Equipment Grant - \$11,512.34
- State Earmark Corey Auditorium Lighting - \$20,000
- Green Community Grant - \$54,195
- MIIA Insurance Grant (Facilities ATV) - \$10,000

Major Town Staffing Changes

The most notable and saddening event at Town Hall this year was the passing of Peggy Wang, Carlisle's last elected Town Clerk. Peggy left a lasting legacy with her commitment to the Town, both as an employee and resident, and her presence will be missed. To navigate the 2024 State Primary and Election, the Select Board appointed two interim Town Clerks. In December, Ashley Cote was appointed by the Select Board as Carlisle's first appointed Town Clerk.

The Town also bid farewell to longtime assistant Gretchen Caywood, who served in multiple departments throughout her career, concluding in the Planning Office. Additionally, Steve Bastek, the Town's first Facilities Director, departed after paving the way for the consolidated Facilities Department established in 2023.

Town Meeting

The May Annual Town Meeting addressed 18 articles, including budget approvals, educational commitments, and capital projects. Approved expenditures included funding for a police station renovation, a new fire engine, and two hydrologic studies requested by the Conservation Commission. Also of note was the Town Meeting vote to change the Town Clerk position from an elected position to an appointed position, which then required and received a majority vote in the town election.

Greenough Barn

After years of discussion and a vote by the Select Board, the Town deconstructed the Greenough Barn, sending its historic middle section to Concord and recycling the remaining materials. Efforts to restore the land to its native state continue.

Climate Leader Status

The Select Board voted to become a Climate Leader Community and thanks to the Environmental Sustainability Committee and Sustainability Coordinator Sarah Wasserman, Carlisle achieved Climate Leader status in 2024. This status builds on nearly

\$1 million in Green Communities investments that support sustainability and deferred maintenance initiatives.

Public Safety Building Renovations

Police Station Renovation - Town Meeting approved a \$3,550,188 renovation to upgrade the existing police station to enhance accessibility, achieve state accreditation, improve safety, add community space, and support police retention. The project is set to begin construction in late spring 2025.

Fire Station Renovation - The Select Board advanced plans for fire station improvements to enhance workforce retention, meet safety standards, and ensure gender equity. The project is in the design phase, with approval to be voted upon at the 2025 Annual Town Meeting.

New Committees Formed

- **Town Meeting Study Committee:** Established to explore ways to increase participation in Town Meeting.
- **Cemetery Task Force:** Created to assess the future of Green Cemetery.
- **Safety Committee:** Rechartered to address town safety and infrastructure improvements including signage throughout the Town.

Political Outreach

The Select Board met with State Representative Simon Cataldo to review and illuminate priorities important to residents and advocate for areas where we would seek further state funded support for the Town of Carlisle.

Appreciation

In October 2024, the Select Board undertook an extensive performance evaluation of Town Administrator Ryan McLane which included his performance in six categories. Mr. McLane received an average overall score of 4.7 out of 5.0 for all of the categories, indicating that he is a top performer and well respected by the Select Board. The Select Board expresses deep appreciation for not only Mr. McLane, but also our dedicated professional staff, including Town Administrator Ryan McLane, Assistant Town Administrator Aubrey Thomas, and the Select Board's Executive Assistant Gretchen Gallimore. Their support and execution of the Select Board's goals is critical to the continued management and success of our town.

We also recognize the many volunteers whose energy and talent make Carlisle a remarkable community. Their contributions enable us to plan and manage essential programs that preserve the unique character of our town.

Respectfully submitted,
Travis Snell, Chair
Barney Arnold, Vice Chair
Scott Triola, Clerk
David Model
Kate Reid



Connor, 7th Grade

Town Counsel

The role of Town Counsel is to provide information about what the law requires, to advise Town officials and boards concerning the law, to protect the legal interests of the Town in the conduct of its affairs, and to represent the Town in judicial and administrative proceedings. This involves the preparation of legal memoranda, drafting or review of protocols, and the negotiation of memoranda of understanding or other types of agreements and contracts. In addition, Town Counsel answers questions on topics such as procurement, contracts, insurance, land use, environmental law, wetlands protection, municipal finance, construction law, employment, open meeting, public records requirements, and ethics.

There are three litigation matters involving the Town which are pending or have been recently resolved.

William Glazier et al v. John Jiang and Shiwen Xu, Land Ct. No. 24 MISC 000165

In this case the Town has a property interest. On March 26, 2024, William and Karen Glazier filed a Land Court action claiming by adverse possession a portion of land owned by their abutters, John Jiang and Shiwen Xu. On June 25, 2024, the Defendants filed a Motion to Dismiss and raised the fact that the Town has a pedestrian easement interest in the “Disputed Area” claimed by the Glaziers, and, that the Town was not named as a party to the Complaint despite the Town’s easement. On August 29, 2024, the Defendants’ counsel informed the Town of this matter.

On September 19, 2024, the Town filed a Motion to Intervene to protect its easement interest within the “Disputed Area,” which the Land Court allowed. The Glaziers’ counsel informed the Court that the Glaziers are willing to win the adverse possession claim, subject to the Town’s easement, meaning the Town’s easement will not be extinguished if the Glaziers prove that they have acquired their neighbors land by adverse possession.

As such, the Town’s primary role in this case is to monitor the parties’ filings to ensure that the Town’s easement remains in place. Currently, the other parties are completing discovery and depositions, and the Town, through the Conservation Agent, has answered all discovery requests made by the parties. The Land Court has scheduled a status conference for February 4, 2025, where the parties will report on the status of discovery, and likely will pick dates for a pre-trial conference and for trial.

Justin Robert Daglish et al. v. Carlisle Planning Board, Superior Court 2181CV00415 L1.

This was the appeal of Justin Robert Daglish and Elizabeth Bing Daglish of the special permit issued to Terry Holsinger of 27 Old East Street. This special permit authorizes an accessory apartment within an existing garage located at 27 Old East Street. The private

parties involved in this case reached a settlement amongst themselves as the case neared trial, and the case was voluntarily dismissed by joint stipulation in July 2024. As a result of this voluntary dismissal, the special permit issued by the Planning Board is now final.

Michael Bush, et al. v. Linda Fantasia, et al., No. 22-01755 (1st Cir.)

Twelve individuals sued over the Board of Health’s order that masks be worn indoors and the Library Director’s mandate that patrons of the library wear masks. The Federal District Court dismissed the complaint in September 2022, holding that the mask requirements were well within the statutory authority of the issuing officials and that the plaintiffs’ constitutional rights were not violated. Eight of the plaintiffs appealed to the First Circuit Court of Appeals. On April 18, 2024, the First Circuit Court of Appeals affirmed the dismissal. Plaintiff/Appellants petitioned for a writ of certiorari with the U.S. Supreme Court. That petition was denied on October 15, 2024. This matter is now closed. The Town was represented in this matter by John Davis, counsel assigned by the Town’s insurer.

We believe that each matter that comes before Town Counsel deserves careful thought, and we strive to provide the Town with specific, direct, and responsive representation. Our efforts on behalf of the Town have benefited from the participation of numerous Town officials and private citizens. We thank the Select Board, the Town Administrator, and all other Town officials and citizens for their cooperation and assistance.

Respectfully submitted,

Thomas J. Harrington
Ethan B. Dively
Harrington Heep LLP
Town Counsel



Kai, 8th Grade

Town Accountant

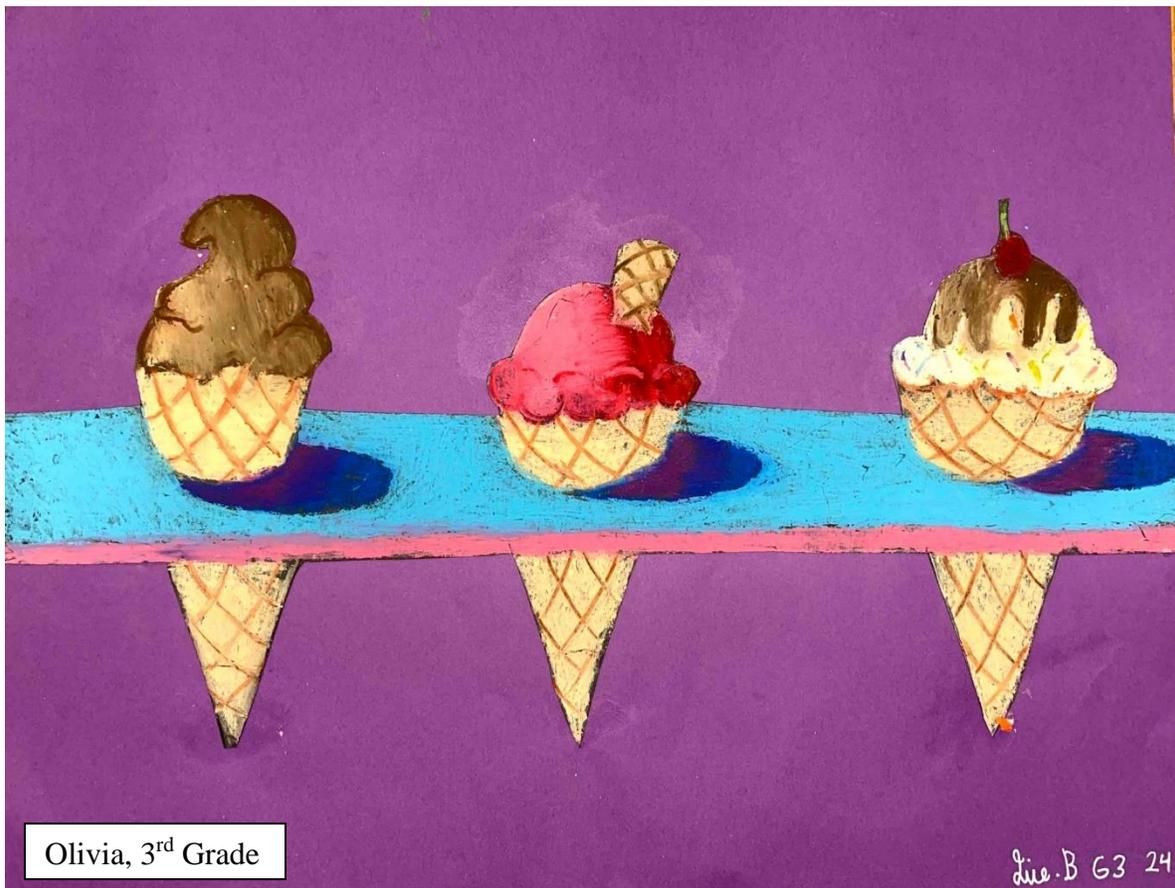
The Town Accountant’s office is responsible for maintaining a complete set of accounting records for the Town in accordance with UMAS (Uniform Massachusetts Accounting System) and GAAP (Generally Accepted Accounting Principles) standards.

Included on the following pages are the Combined Balance Sheet, as submitted to the Department of Revenue (DOR), general fund operating revenue and expenditure results, and financial results of all other funds as of June 30, 2024. Overall revenue collections for FY24 were 103% of the revenue budget and expenses were 98.5% of the expense budget. Based on the FY24 financial results, DOR certified free cash in the amount of \$4,872,786.

An audit of the town’s financial records by CBIZ CPAs P.C. has been completed and the results of that audit are available for public viewing on the town’s website.

Respectfully submitted,

Kelly Beyer, Town Accountant



Town of Carlisle, MA
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2024
(Unaudited)

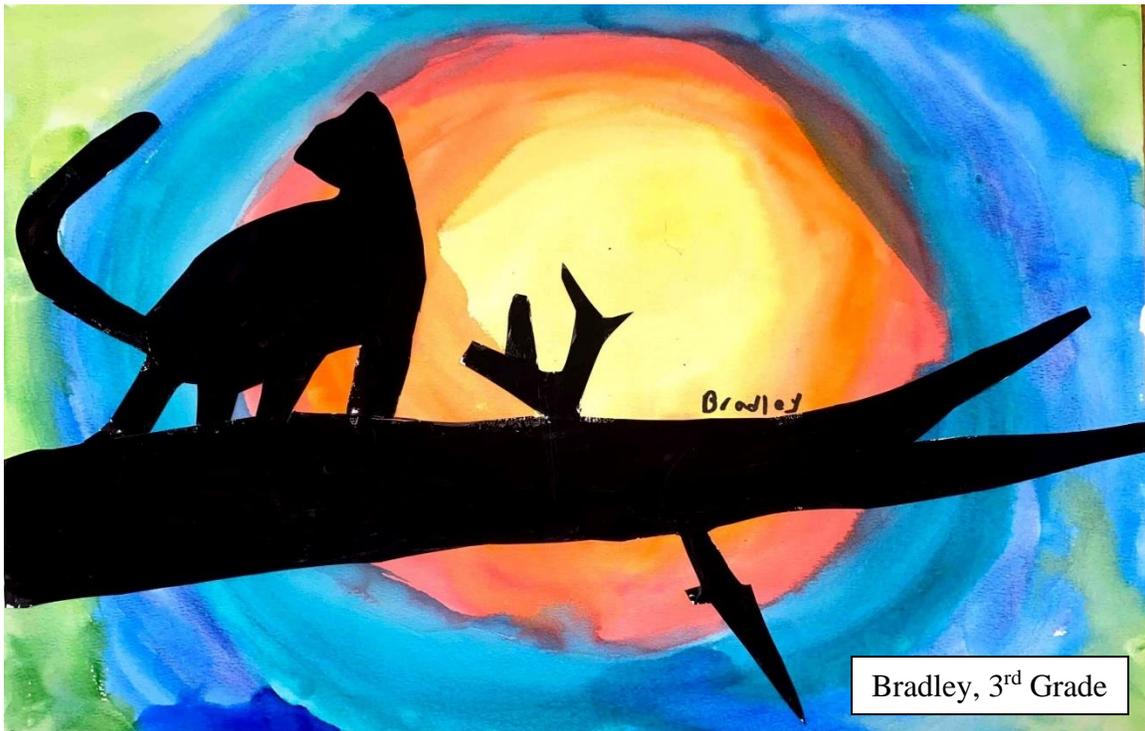
	Governmental Fund Types			Fiduciary	Account	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	
ASSETS						
Cash and cash equivalents	9,288,765.42	7,920,933.63	92,669.68	6,232,969.46		23,535,338.19
Investments						0.00
Receivables:						
Personal property taxes	2,433.35	3,727.74				6,161.09
Real estate taxes	170,262.43					170,262.43
Allowance for abatements and exemptions	(128,858.65)					(128,858.65)
Tax liens	260,597.43					260,597.43
Motor vehicle excise	95,689.57					95,689.57
Departmental		47,898.55				47,898.55
Special assessments	5,074.20					5,074.20
Due from other governments		113,426.83	31,030.00			144,456.83
Other receivables				425,000.00		425,000.00
Foreclosures/Possessions	88,525.88					88,525.88
Amounts to be provided - payment of bonds					9,420,000.00	9,420,000.00
Total Assets	9,782,489.63	8,085,986.75	123,699.68	6,657,969.46	9,420,000.00	34,070,145.52
LIABILITIES AND FUND EQUITY						
Liabilities:						
Warrants payable	402,060.08	125,316.48	22,120.00	23.44		549,520.00
Accounts payable						0.00
Accrued payroll	1,414,498.48	20,610.50		4,902.99		1,440,011.97
Withholdings	74,975.46					74,975.46
Accrued claims payable						0.00
Due to/from other funds						0.00
Due to other governments						0.00
Other liabilities				1,558.22		1,558.22
Deferred revenue:						
Real and personal property taxes	43,837.13	3,727.74				47,564.87
Tax liens	349,123.31					349,123.31
Motor vehicle excise	95,689.57					95,689.57
Departmental		47,898.55				47,898.55
Special assessments	5,074.20					5,074.20
Other receivables				425,000.00		425,000.00
Tailings	52,400.53					52,400.53
Bonds payable					9,420,000.00	9,420,000.00
Total Liabilities	2,437,658.76	197,553.27	22,120.00	431,484.65	9,420,000.00	12,508,816.68
Fund Equity:						
Reserved for encumbrances	285,697.15					285,697.15
Reserved for expenditures	1,230,620.32					1,230,620.32
Reserved for continuing appropriations	813,357.38					813,357.38
Undesignated fund balance	5,015,156.02	7,888,433.48	101,579.68	6,226,484.81		19,231,653.99
Total Fund Equity	7,344,830.87	7,888,433.48	101,579.68	6,226,484.81	0.00	21,561,328.84
Total Liabilities and Fund Equity	9,782,489.63	8,085,986.75	123,699.68	6,657,969.46	9,420,000.00	34,070,145.52

TOWN OF CARLISLE
 FISCAL YEAR ENDED JUNE 30, 2024
 OPERATING BUDGET

DEPARTMENT	FY 2024 REVISED BUDGET	FY 2024 YTD EXPENDITURES	ENCUMBRANCES	CLOSED TO FUND BALANCE
TOWN HALL & GENERAL EXPENSE	578,179.00	499,391.23	20,250.00	58,537.77
TOWN HALL MAINTENANCE & FACILITIES	413,696.00	388,963.75	19,000.00	5,732.25
HISTORICAL COMMISSION	13,037.00	7,360.01	-	5,676.99
ZONING BOARD OF APPEALS	8,653.00	6,913.10	-	1,739.90
TOWN ACCOUNTANT	179,834.00	179,542.49	-	291.51
TREASURER	280,412.00	277,233.94	800.00	2,378.06
TOWN CLERK	136,524.00	131,596.18	30.00	4,897.82
ASSESSORS	208,881.00	208,300.34	-	580.66
PLANNING BOARD	157,041.00	156,463.07	-	577.93
SUSTAINABILITY	14,925.00	9,323.74	4,750.00	851.26
SUB-TOTAL GENERAL GOVERNMENT	1,991,182.00	1,865,087.85	44,830.00	81,264.15
POLICE	2,057,615.00	2,038,049.51	14,475.00	5,090.49
FIRE & EMS	740,443.00	699,609.46	38,565.00	2,268.54
COMMUNICATIONS	467,544.00	422,904.89	9,040.00	35,599.11
CONSERVATION	183,818.00	145,210.65	17,495.00	21,112.35
DOG & ANIMAL CONTROL	8,050.00	5,908.40	-	2,141.60
INSPECTION SERVICES	211,361.00	203,438.58	6,130.00	1,792.42
STREET LIGHTING	4,400.00	4,291.85	-	108.15
SUB-TOTAL PROTECTION OF PERSONS & PROPERTY	3,673,231.00	3,519,413.34	85,705.00	68,112.66

TOWN OF CARLISLE
 FISCAL YEAR ENDED JUNE 30, 2024
 OPERATING BUDGET (cont.)

DEPARTMENT	FY 2024 REVISED BUDGET	FY 2024 YTD EXPENDITURES	ENCUMBRANCES	CLOSED TO FUND BALANCE
BLANKET INSURANCE	413,000.00	408,152.99	800.00	4,047.01
GROUP INSURANCE & MEDICARE	1,502,712.00	1,497,143.88	700.00	4,868.12
OPEB TRUST	215,000.00	215,000.00	-	-
COUNTY RETIREMENT	1,402,244.00	1,402,244.00	-	-
UNEMPLOYMENT INSURANCE	30,000.00	22,073.00	-	7,927.00
SUB-TOTAL INSURANCE & FRINGE	3,562,956.00	3,544,613.87	1,500.00	16,842.13
RESERVE FUND BALANCE	85,056.00	-	-	85,056.00
SUB-TOTAL UNCLASSIFIED	85,056.00	-	-	85,056.00
DEBT SERVICE	1,280,569.00	1,280,568.76	-	0.24
SUB-TOTAL DEBT	1,280,569.00	1,280,568.76	-	0.24
TOTAL OPERATING BUDGET	34,104,340.00	33,328,851.14	285,697.15	489,791.71



TOWN OF CARLISLE
 FISCAL YEAR ENDED JUNE 30, 2024
 ARTICLES

DEPARTMENT	FY 2024 REVISED BUDGET	FY 2024 YTD EXPENDITURES	CARRY FORWARDS	CLOSED TO FUND BALANCE
FY24 GREENOUGH BARN ATM 0523	200,000.00	2,968.75	197,031.25	-
ACTUARIAL STUDY	8,466.57	-	8,466.57	-
REVALUATION	23,681.25	9,966.00	13,715.25	-
FY22 FIN CONS ATM 0621	7,541.96	7,541.96	-	-
TAX TITLE CERT ON RECAP	40,595.83	5,123.28	35,472.55	-
CRANBERRY BOG MAINTENANCE	2,750.00	1,250.00	1,500.00	-
PROFESSIONAL - PLANNING	1,092.91	-	1,092.91	-
FY22 GIS UPDATE ATM 0621	5,611.00	-	5,611.00	-
MATERIALS/OTHER EXPENSES	39.00	39.00	-	-
EXPERT/INTERN SUPPORT	5,127.79	-	5,127.79	-
FY22 M/F PROJ ATM 0621	439,206.15	439,206.15	-	-
FY24 M/F PROJ ATM 0523	152,833.61	125,583.61	27,250.00	-
FY24 IT EQUIP ATM 0523	50,000.00	25,777.86	24,222.14	-
FY23 FIREARMS ATM 0422	10,000.00	10,000.00	-	-
FY23 AFIS MACHINE ATM 0422	17,053.80	-	17,053.80	-
FY24 POLICE CRUISER ATM 0523	60,000.00	56,108.15	3,891.85	-
FY24 FIRE HOSE ATM 0523	15,000.00	7,041.69	7,958.31	-
FY23 UTV TRAILER ATM 0422	45,000.00	38,610.27	6,389.73	-
FY24 INT SECURITY CAM ATM0523	42,000.00	40,519.75	1,480.25	-
FY24 COREY AUD LIGHT ATM 0523	280,000.00	8,662.50	271,337.50	-
FY24 DUMP TRUCK ATM 0523	180,000.00	-	180,000.00	-
BOH - WATER RES PROT FUND	5,756.48	-	5,756.48	-
TOTAL ARTICLES	1,591,756.35	778,398.97	813,357.38	-

TOWN OF CARLISLE
GENERAL FUND REVENUE
FISCAL YEAR 2024

DEPARTMENT	BUDGET	YEAR-TO-DATE REVENUE	OVER/(UNDER) BUDGET
PERSONAL PROPERTY REVENUE	365,000.00	379,940.01	14,940.01
REAL ESTATE REVENUE	30,249,354.00	30,236,592.48	(12,761.52)
TAX LIENS REDEEMED	-	67,244.30	67,244.30
DEFERRED TAX REVENUE	-	2,420.11	2,420.11
MOTOR VEHICLE EXCISE REVENUE	875,000.00	1,215,130.58	340,130.58
PENALTIES & INT ON TAXES & EXCISES	60,000.00	83,692.80	23,692.80
PAYMENTS IN LIEU OF TAXES	15,000.00	20,609.25	5,609.25
CHARGES FOR SERVICES - SOLID WASTE FEES	60,000.00	64,010.50	4,010.50
CHARGES FOR SERVICES - OTHER	14,000.00	27,157.52	13,157.52
DEPARTMENTAL REVENUE - CEMETERIES	4,000.00	11,500.00	7,500.00
DEPARTMENTAL REVENUE - OTHER	10,000.00	67,660.60	57,660.60
LICENSES & PERMITS - BUILDING PERMITS	275,000.00	323,156.00	48,156.00
LICENSES & PERMITS - OTHER	39,000.00	87,599.06	48,599.06
SPECIAL ASSESSMENTS	-	2,871.27	2,871.27
FINES & FORFEITS	1,200.00	3,752.95	2,552.95
INVESTMENT INCOME	19,811.00	211,876.46	192,065.46
MEDICAID REIMBURSEMENT	25,000.00	10,448.96	(14,551.04)
MISCELLANEOUS NON- RECURRING	-	27,899.08	27,899.08
TRANSFER FROM SPECIAL REVENUE	-	99,044.71	99,044.71
TRANSFER FROM CAPITAL PROJECTS	-	94,857.30	94,857.30
	32,012,365.00	33,037,463.94	1,025,098.94

SPECIAL REVENUE

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
Federal Grants						
Public Safety						
19330	Water Holes	562.09	-	-	-	562.09
19376	DEA Forfeiture	13.90	-	-	-	13.90
19378	EMPG Grant	-	2,700.00	(2,700.00)	-	-
19411	DEA Task Force Grant	-	10,781.36	(10,780.99)	-	0.37
		575.99	13,481.36	(13,480.99)	-	576.36
Education						
24301	ESSER I/II (113/115)	11,374.00	25,161.00	(36,535.00)	-	-
24302	COVID School Reopening (102)	5,809.20	-	-	-	5,809.20
24327	Teacher Quality (140)	154.97	6,307.86	-	-	6,462.83
24329	IDEA (240)	-	166,613.00	(125,513.73)	-	41,099.27
24330	Special Education (262)	-	9,359.00	(9,359.00)	-	-
24334	Title I	-	14,731.92	(14,731.92)	-	-
24371	SPED Program Improv (274)	1,600.00	8,280.00	(8,280.00)	-	1,600.00
24398	Title IV (309)	-	10,000.00	-	-	10,000.00
24401	REAP Grant	-	58,061.00	(58,061.00)	-	-
		18,938.17	298,513.78	(252,480.65)	-	64,971.30
FEMA						
31*	FEMA	219.81	-	-	-	219.81
Other						
32*	ARPA	1,139,035.76	-	(453,026.92)	-	686,008.84
19410	NCOA Grant	-	9,482.28	(1,802.57)	-	7,679.71
		1,139,035.76	9,482.28	(454,829.49)	-	693,688.55

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
State Grants						
General Government						
19302	Polling Hours	1,533.53	574.50	(2,108.03)	-	(0.00)
19385	State IT Grant	17,547.57	-	-	-	17,547.57
19395	MVP Planning Grant	-	59,735.00	(59,735.00)	-	-
19406	Community Compact Grant	30,000.00	-	-	-	30,000.00
		49,081.10	60,309.50	(61,843.03)	-	47,547.57
Public Safety						
19341	Peer Assistant Grant	39.62	-	-	-	39.62
19392	Med Project Grant	1,761.13	1,300.00	(1,654.64)	-	1,406.49
19350	State Firefighting Equip Grant	-	11,512.34	(11,512.34)	-	-
19361	911 Grants	-	40,170.79	(40,170.79)	-	-
19415	Police Bridge Academy Grant	-	6,000.00	(6,000.00)	-	-
		1,800.75	58,983.13	(59,337.77)	-	1,446.11
Education						
19414	State Earmark - Corey	-	20,000.00	(20,000.00)	-	-
		-	20,000.00	(20,000.00)	-	-
Public Works						
19397	State Grant - Small Bridges	-	9,500.00	(9,500.00)	-	-
19399	State Recycling Grant	95.84	1,960.00	(934.58)	-	1,121.26
		95.84	11,460.00	(10,434.58)	-	1,121.26
Culture & Recreation						
19307	Arts Council	7,458.68	14,177.38	(5,149.38)	-	16,486.68
19400	Rec Comm - Dog Park Grant	3,150.00	-	(3,150.00)	-	-
19407	MCC - Recreation	50.00	-	(50.00)	-	-
		10,658.68	14,177.38	(8,349.38)	-	16,486.68

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
State Grants						
COAHS						
19304	COAHS State Grant	215.81	22,204.00	(22,277.41)	-	142.40
19370	LRTA	-	50,599.00	(50,599.00)	-	-
		215.81	72,803.00	(72,876.41)	-	142.40
Library						
19306	Library State Aid	47,782.18	11,096.16	(19,110.24)	-	39,768.10
		47,782.18	11,096.16	(19,110.24)	-	39,768.10
Other						
19377	Green Community Grant	1,806.41	54,195.00	(69,513.00)	-	(13,511.59)
19379	Solarize MA Grant	29.27	-	(29.27)	-	-
19355	COAHS - Community Chest	279.46	20,000.00	(20,144.44)	-	135.02
19346	BOH - Mini Grants	4,612.50	-	(539.70)	-	4,072.80
19412	FY24 Community Planning Grant	-	506.25	(506.25)	-	-
		6,727.64	74,701.25	(90,732.66)	-	(9,303.77)

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
<u>Receipts Reserved for Appropriation</u>						
Wetlands Protection						
19315	Conservation Commission Intents	10,738.75	3,520.00	(2,405.46)	-	11,853.29
Ambulance						
19334	Ambulance Receipts	270,045.11	139,444.80	-	-	409,489.91
Sale of Cemetery Lots						
19316	Cemetery Lots	21,731.58	8,700.00	(1,285.08)	-	29,146.50
Other						
19383	PEG Access/Cable TV	431,251.12	112,930.05	(66,611.28)	-	477,569.89
19388	Transportation Network	1,820.70	578.80	-	-	2,399.50
19396	Bond Premium Reserve	28,977.79	-	-	-	28,977.79
		462,049.61	113,508.85	(66,611.28)	-	508,947.18
<u>Revolving Funds</u>						
Education						
28312	Carlisle Education Fund (CEF)	659.99	0.83	-	-	660.82
28313	Ed Use of School Buildings	23,979.75	20,812.50	(22,616.39)	-	22,175.86
28314	Libri Amissi/Lost Books	4,542.86	297.13	-	-	4,839.99
28318	School Gifts	98,704.11	96,209.91	(110,937.80)	-	83,976.22
28319	Music	5,275.72	7,755.00	(6,835.59)	-	6,195.13
28320	CSA	4,016.40	10,834.44	(5,701.40)	-	9,149.44
28321	Play	665.14	-	-	-	665.14
28325	Preschool Fee	371,084.58	215,615.00	(39,539.66)	-	547,159.92
28326	Transportation Fees 53E 1/2	15,876.64	24,885.00	(395.00)	-	40,366.64
28327	Circuit Breaker	173,718.01	244,002.00	(237,279.00)	-	180,441.01
		698,523.20	620,411.81	(423,304.84)	-	895,630.17

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
<u>Revolving Funds</u>						
Athletic						
28316	Athletic Account	4,011.75	39,904.00	(43,713.93)	-	201.82
Parks & Recreation						
19312	Recreation 53D	124,465.55	411,519.08	(346,391.66)	(99,000.00)	90,592.97
Ch. 44 53E 1/2						
19309	Health 53E 1/2	99,322.01	57,287.00	(74,499.26)	-	82,109.75
19329	Trail Maps 53E 1/2	14,110.81	1,185.00	-	-	15,295.81
19333	Youth Commission 53E 1/2	10,287.73	16,524.28	(12,640.00)	-	14,172.01
19342	Historical Commission 53E 1/2	1,335.06	300.00	(25.50)	-	1,609.56
19344	Foss Farms/Garden Plots	6,440.28	2,855.00	(535.15)	-	8,760.13
19357	COAHS 53E 1/2	22,241.38	1,086.62	(441.98)	-	22,886.02
19381	COAHS - Transportation 53E 1/2	8,782.40	135.00	-	-	8,917.40
19389	Deer 53E 1/2	223.50	-	-	-	223.50
		162,743.17	79,372.90	(88,141.89)	-	153,974.18
Other						
19314	Planning Board 53G	51,261.03	28,123.06	(28,897.50)	-	50,486.59
19317	Insurance Refunds	2,102.24	58,002.32	(55,117.71)	-	4,986.85
19340	Zoning Board of Appeals 53G	1,662.90	0.38	-	-	1,663.28
19360	Conservation Commission 53G	7,584.46	21,824.24	(19,110.00)	-	10,298.70
19390	IOD Indemnity Fund (111F)	-	54,571.33	(54,571.33)	-	-
		62,610.63	162,521.33	(157,696.54)	-	67,435.42

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
Other Special Revenue						
Education						
24400	EDCO Closing Grant	230,186.22	-	-	-	230,186.22
School Lunch						
18000	School Lunch	395,249.60	327,284.24	(366,549.23)	-	355,984.61
Community Preservation						
20*	CPA	3,223,506.67	816,345.09	(20,917.63)	-	4,018,934.13
Title V						
19366	Title V Grant	536.93	-	-	-	536.93
Other						
19413	Opioid Settlement Funds	-	51,044.86	-	-	51,044.86
19332	Roadway Reconstr (Ch 90)	-	93,445.00	(93,445.00)	-	-

SPECIAL REVENUE (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
Other Special Revenue						
Gifts & Donations						
19320	Library Gifts	7,736.14	500.00	-	-	8,236.14
19321	Conservation Gifts	19,125.91	933.00	-	-	20,058.91
19322	Police Gifts	48,905.90	-	(27,160.10)	-	21,745.80
19323	Fire Gifts	6,156.85	-	(3,069.25)	-	3,087.60
19324	COAHS Gifts	36,347.02	7,234.00	(199.98)	-	43,381.04
19325	Recreation Gifts	5,630.02	-	-	-	5,630.02
19328	COA Van/Transportation Gift	15,694.37	5,454.00	-	-	21,148.37
19335	Pathways Gifts	12,200.30	12.23	-	-	12,212.53
19336	Town Gifts	8,382.42	-	(2,523.21)	-	5,859.21
19337	Elderly/Disabled Aid	23,248.87	23.30	-	-	23,272.17
19338	Restorative Justice	492.51	-	-	-	492.51
19347	Library - Mini Grants	10,176.71	-	(3,428.57)	-	6,748.14
19348	Trails Grant	1,053.11	-	-	-	1,053.11
19363	Wilson/Adreassen Gifts	2.64	-	-	(2.64)	-
19365	School Building Comm Gifts	42.07	-	-	(42.07)	-
19367	Honor Roll Gifts	390.00	-	-	-	390.00
19369	Public Health Grants	493.81	1,143.33	(223.17)	-	1,413.97
19373	Friends of COA Grant	8,004.26	18,350.00	(16,479.50)	-	9,874.76
19380	Trails Gifts	14,057.17	733.00	(206.19)	-	14,583.98
19382	COAHS - Fuel Assistance Gifts	7,521.82	972.22	-	-	8,494.04
19384	Veterans Commission Gift Fund	128.62	-	-	-	128.62
19405	Transfer Station Gift Fund	-	-	-	-	-
		225,790.52	35,355.08	(53,289.97)	(44.71)	207,810.92

CAPITAL PROJECTS

ORG	Description	Beginning Balance	Transfers	Ending Balance
60200	School Project	101,579.68	-	101,579.68
60300	Small School Project	5,471.39	(5,471.39)	-
		107,051.07	(5,471.39)	101,579.68
60400	O'Rourke Land	635.76	(635.76)	-
60410	Ladder Truck	2,264.00	(2,264.00)	-
60420	Tanker Truck TM0415	509.44	(509.44)	-
60500	Banta Davis Fields	1,520.77	(1,520.77)	-
60900	Pathways	49,632.26	(49,632.26)	-
61300	Roll-Off Truck TM0509	107.82	(107.82)	-
61600	Communications Project	21,586.35	(21,586.35)	-
61700	One Ton Truck TM0419	2,249.76	(2,249.76)	-
61810	Remove Underground Tank Generator	10,879.75	(10,879.75)	-
		89,385.91	(89,385.91)	-

TRUST FUNDS

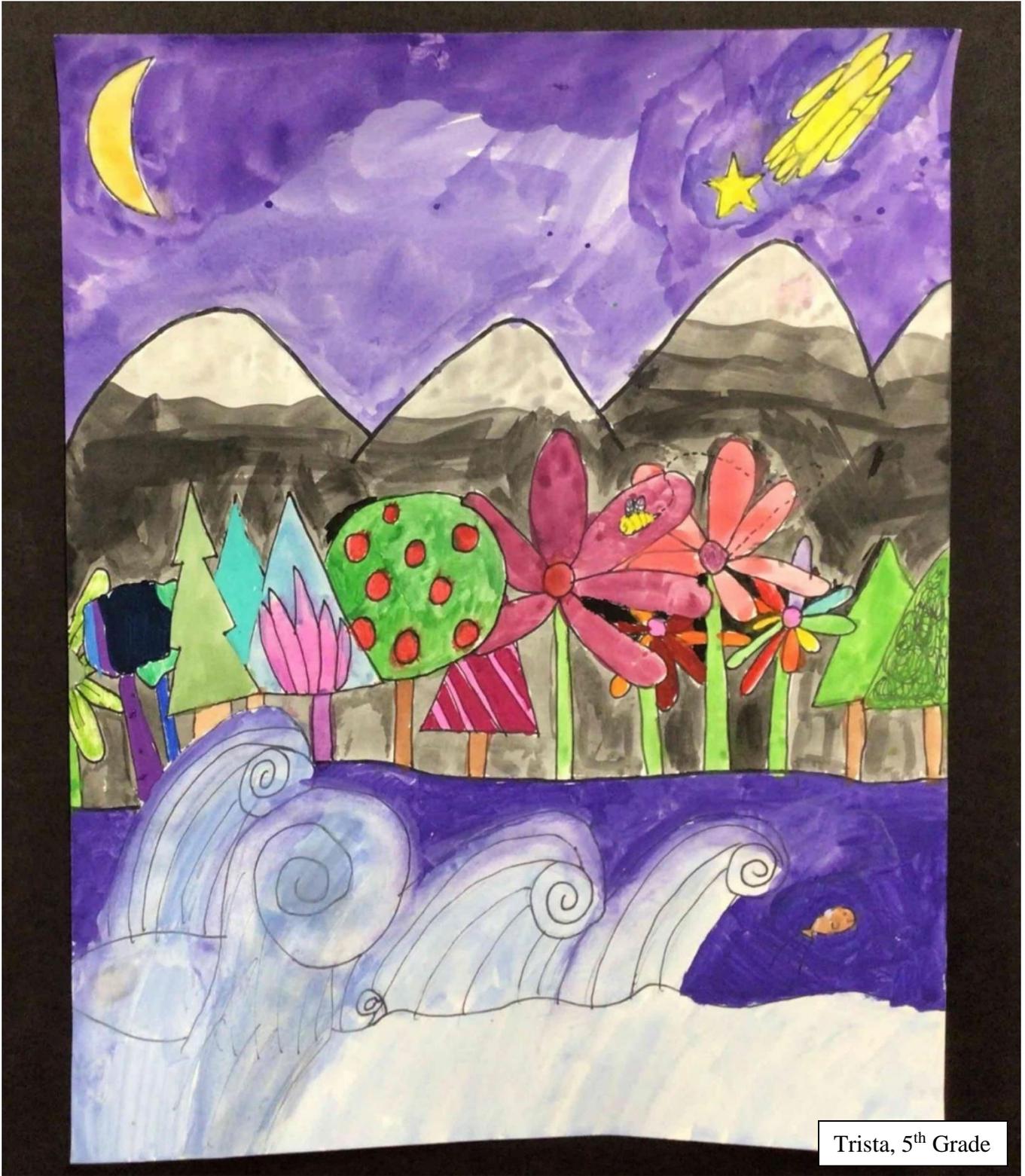
ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
OPEB Trust						
86000	OPEB Trust	2,789,736.61	351,021.88	-	215,000.00	3,355,758.49
Stabilization						
29837	Stabilization Opioid	1,254,487.37	71,581.90	-	-	1,326,069.27
29838	Stabilization	-	23,741.63	-	(23,741.63)	-
Conservation						
82418	Conservation	66,547.29	3,431.36	-	-	69,978.65
17*	CPA - Affordable Housing	380,696.76	3,545.75	(25,600.00)	-	358,642.51
EXPENDABLE TRUSTS						
82401	Blood School	4,455.72	229.74	-	-	4,685.46
82403	Gleason Clock Richardson	1,829.16	94.33	-	-	1,923.49
82404	Library Litchfield	1,310.40	67.56	-	-	1,377.96
82406	Cemetery	3,325.98	171.51	-	-	3,497.49
82407	Green Cemetery Green Public	6,596.82	340.16	-	-	6,936.98
82408	Grounds Green	2,640.74	136.19	-	-	2,776.93
82409	Sidewalk/Tree	8,223.85	424.03	-	-	8,647.88
82410	Green Library	1,310.59	67.57	-	-	1,378.16
82414	Melone Library	271,716.72	14,010.39	-	-	285,727.11
82416	Perpetual Care	69,846.10	12,373.38	-	-	82,219.48
82420	Hollis Trust Fund	123,431.58	6,364.46	-	-	129,796.04

TRUST FUNDS (cont.)

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
PRIVATE PURPOSE						
85822	Gleason Poor	12,201.79	629.15	-	-	12,830.94
85825	Heald Poor	524.77	27.06	-	-	551.83
85831	Robbins Loan	61,374.88	3,164.62	-	-	64,539.50
85832	Caroline Hill	162,286.20	8,184.02	(10,000.00)	-	160,470.22
85833	Titus Scholarship	16,269.32	838.89	-	-	17,108.21
85839	Lapham Scholarship	42,865.75	2,210.30	-	-	45,076.05
85841	Vivian Chaput Memorial Scholarship	3,208.12	165.42	-	-	3,373.54

AGENCY FUNDS

ORG	Description	Beginning Balance	Revenue	Expenditures	Transfers	Ending Balance
Police Outside Detail						
89210	Police Special Detail	16,570.04	170,571.17	(163,336.64)	-	23,804.57
89220	Fire Details	-	1,500.00	(1,500.00)	-	-
Meals Tax Due State						
89201	Meals Tax	-	362.14	(362.14)	-	-
Licenses Due State						
89211	Firearms Licenses - liab due	325.00	2,825.00	(2,775.00)	-	375.00
Other						
89300	Student Activity Account	8,792.33	5,009.94	-	-	13,802.27
89519	Septic Reserve Account	34,945.32	8,934.43	-	-	43,879.75



Trista, 5th Grade

Tax Collector
Schedule of Outstanding Receivables
As of June 30, 2024

Real Estate & Taxes

Levy of 2024	\$ 170,262.43
Levy of 2023	\$ -
Levy of 2022	\$ -
Levy of 2021	\$ -
Prior Years	\$ -
Total Real Estate Taxes	\$ 170,262.43

Personal Property Taxes

Levy of 2024	\$ 1,173.06
Levy of 2023	\$ 212.99
Levy of 2022	\$ 462.37
Levy of 2021	\$ 137.54
Prior Years	\$ 447.39
Total Personal Property Taxes	\$ 2,433.35

Deferred Property Taxes \$ -

Taxes in Litigation \$ -

Motor Vehicle Excise Taxes

Levy of 2024	\$ 62,399.43
Levy of 2023	\$ 9,106.22
Levy of 2022	\$ 2,812.00
Levy of 2021	\$ 1,905.48
Prior Years	\$ 19,466.44
Total Motor Vehicle Taxes	\$ 95,689.57

Tax Liens / Tax Title \$ 260,597.43

Tax Foreclosures / Tax Possessions \$ 88,525.88

Respectfully submitted,
Sandra Nason, CMMC, CMMT
Treasurer/Collector

Receivable Reconciliation Q4 - April - June 2024	Treasurer/ Collector Balance	General Ledger Balance	Variance
Personal Property Taxes:			
Levy of 2024	1,173.06	1,173.06	-
Levy of 2023	212.99	212.99	-
Levy of 2022	462.37	462.37	-
Levy of 2021	137.54	137.54	-
Levy of Prior Years	447.39	447.39	-
Total	2,433.35	2,433.35	-
Real Estate Taxes:			
Levy of 2024	170,262.43	170,262.43	-
Levy of 2023	-	-	-
Levy of 2022	-	-	-
Levy of 2021	-	-	-
Levy of Prior Years	-	-	-
Total	170,262.43	170,262.43	-
Community Preservation:			
Levy of 2024	3,727.74	3,727.74	-
Levy of 2023	-	-	-
Levy of 2022	-	-	-
Levy of 2021	-	-	-
Levy of Prior Years	-	-	-
Total	3,727.74	3,727.74	-
Deferred Property Taxes	-	-	-
Motor Vehicle Excise:			
Levy of 2024	62,399.43	62,399.43	-
Levy of 2023	9,106.22	9,106.22	-
Levy of 2022	2,812.00	2,812.00	-
Levy of 2021	1,905.48	1,905.48	-
Levy of Prior Years	19,466.44	19,466.44	-
Total	95,689.57	95,689.57	-
Tax Liens/Tax Title	260,597.43	260,597.43	-
Tax Foreclosures/Tax Possession	88,525.88	88,525.88	-

 7/23/24
 Treasurer/Collector

 7/23/24
 Town Accountant

Town Treasurer

The following is a summary of the financial records and balances of the Town Treasurer for the Fiscal Year ending June 30, 2024.

CASH BALANCE

Cash Balance July 1, 2023 \$ 22,075,795.89

Cash Balance June 30, 2024 \$ **23,535,338.19**

ACCOUNT BALANCES

Non-Interest Bearing Accounts \$ **0.00**

Interest Bearing Accounts:

Eastern Bank \$ 1,334,119.23

Enterprise Bank \$ 359,314.68

Unibank \$ 9,575,006.57

Leader Bank \$ 4,986,613.25

Total Interest Bearing Accounts \$ **16,255,053.73**

Trust Funds

MMDT \$ 1,767,344.55

Bartholomew & Company \$ 5,512,939.91

Total Trust Funds \$ **7,280,284.46**

TOTAL CASH AND INVESTMENTS

\$ **23,535,338.19**

Respectfully submitted,
Sandra Nason, CMMC, CMMT
Treasurer/Collector

**Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT**

, for the Year Ending Jun 2024
Carlisle, 30,
 (City, Town, County, District)

PART I: A. Cash and checks in office

B. Non - Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	Leader	Lockbox	N/A	2,611,152.18	
			N/A		\$2,611,152.18

C. Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	Enterprise	Depository	0.01%	311,201.15	
N	Enterprise	Payroll	0.01%	1,032.47	
N	Enterprise	School Lunch	0.01%	25,446.71	
Y	Eastern	General	0.25%	963,590.74	
Y	Eastern	Vendor	0.25%	50,257.80	
N	MMDT	General	Variable	441,275.28	
Y	Unibank	General	1.35%	8,530,777.11	
Y	Unibank	Collections	0.25%	13,873.25	
N	Eastern	Pathways	0.01%	12,212.53	
N	Eastern	School Gift	0.01%	1,122.69	
N	Eastern	Recreation	0.01%	249,980.34	
N	Eastern	Cultural Counc	0.01%	7,380.33	
N	Eastern	CEF	0.01%	829.91	
N	Eastern	Aid to Elderly	0.01%	23,271.78	

Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness

Enter year:

City/Town/District of:

Carlisle

FY

2024

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
Buildings	125,000.00		53,000.00	72,000.00	4,925.00
Departmental Equipment	2,645,000.00		273,000.00	2,372,000.00	91,045.00
School Buildings				0.00	
School - All Other	267,000.00		25,000.00	242,000.00	9,305.00
Sewer	345,000.00		115,000.00	230,000.00	14,518.76
Solid Waste				0.00	
Other Inside	177,000.00		13,000.00	164,000.00	5,465.00

SUB - TOTAL Inside	\$3,559,000.00	\$0.00	\$479,000.00	\$3,080,000.00	\$125,258.76
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Long Term Debt Outside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	6,796,000.00		456,000.00	6,340,000.00	220,310.00
Sewer					
Solid Waste				0.00	
Water				0.00	
Other Outside				0.00	

SUB - TOTAL Outside	\$6,796,000.00	\$0.00	\$456,000.00	\$6,340,000.00	\$220,310.00
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TOTAL Long Term Debt	\$10,355,000.00	\$0.00	\$935,000.00	\$9,420,000.00	\$345,568.76
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I certify to the best of my knowledge that this information is complete and accurate as of this date.

 Treasurer: _____

 Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

 Accounting Officer: _____

Date: _____

Please complete all sections of this report and upload in Gateway no later than September 30, 2024.

Short Term Debt	Outstanding July 1, 2023	+ Issued	- Retired	= Outstanding June 30, 2024	Interest Paid in FY 2024
RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings				0.00	
Sewer				0.00	
Water				0.00	
Other BANs				0.00	
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	
TOTAL Short Term Debt	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRAND TOTAL All Debt	\$10,355,000.00	\$0.00	\$935,000.00	\$9,420,000.00	\$345,568.76

					0.00
					0.00
					0.00
					0.00
					0.00

SUB -TOTAL Additional Sheet(s)					\$0.00
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BUREAU OF ACCOUNTS, STATEMENT OF INDEBTEDNESS DETAIL

Long Term Debt Inside the Debt Limit Report by Issuance	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
Wastewater Treatment 4/1/06	180,000.00		60,000.00	120,000.00	7,575.00
Wastewater Treatment 4/1/06	165,000.00		55,000.00	110,000.00	6,943.76
Departmental Equip. 10/29/20	1,784,000.00		163,000.00	1,621,000.00	59,505.00
Department Equip Fire 10/29/20	406,000.00		30,000.00	376,000.00	12,380.00
Land Acq. 10/29/20	177,000.00		13,000.00	164,000.00	5,465.00
Departmental Equip. 10/29/20	144,000.00		24,000.00	120,000.00	6,000.00
Department Equip PW 10/29/20	42,000.00		21,000.00	21,000.00	1,575.00
Building Remodel 10/29/20	125,000.00		53,000.00	72,000.00	4,925.00
Parking 10/29/20	182,000.00		16,000.00	166,000.00	6,000.00
Architect Serv Build-Sch10/5/21	85,000.00		9,000.00	76,000.00	3,305.00
Department Equip PW 10/5/21	48,000.00		7,000.00	41,000.00	2,225.00
Department Equip 10/5/21	18,000.00		3,000.00	15,000.00	825.00
Department Equip Fire 10/5/21	148,000.00		19,000.00	129,000.00	6,385.00
Department Equip PW 10/5/21	55,000.00		6,000.00	49,000.00	2,150.00
				0.00	
				0.00	

Board of Assessors

The Board of Assessors operates under the authority of Massachusetts General Laws and the Department of Revenue. In Carlisle, the Board of Assessors consists of three members, each serving a 3-year term. The Assessors Department's primary duty is to value all real estate and personal property in the town that is subject to taxation at their full and fair cash value annually, using sales from the previous calendar year as of January 1st preceding start of the fiscal year. The elected Board of Assessors provides oversight and guidance to the full-time staff.

Under Proposition 2 ½, Massachusetts' cities and towns are limited to increase the Tax Levy by 2.5% annually. Tax revenues cannot exceed 2 ½ percent of the prior year's allowable levy, with exceptions for revenue derived from new construction (New Growth) without the approval by vote at Town Meeting. Assessed valuations are subject to an "ad valorem" basis for valuation purposes, which means that all property should be taxed "according to value". Assessed valuations, per Massachusetts General Law, are based on each property's "full and fair cash value" as of January 1st preceding the first day of the new fiscal year.

The department spends most of its time and resources in preparation for the release of new annual assessed valuations. Proposed valuations are then forwarded to the Department of Revenue – Division of Local Services where they are further analyzed to ensure that the new proposed valuations meet the statistical measures for both level of assessment and parity within various property classes. The Principal Assessor, under the Board of Assessors guidance, derives these new annual assessed values for all property by analyzing the valid, arms-length transactions that occurred in the prior calendar year. Market Value is established by willing buyers and sellers and establishes the worth of these properties through their transactions in the real estate marketplace. These sales are then analyzed to determine the necessary market-based adjustments and then applied to all the other properties in the town. The total assessed valuation of all taxable property, along with the Town Meeting approved budget, results in a single tax rate per \$1,000 in valuation. Whether assessed valuations increase or decrease, tax rates are adjusted annually to ensure that funding approved by Town Meeting is achieved through the levy of local real estate taxation.

The 2024 fiscal year resulted in assessed valuations increase by an average of 10%. While significant, the impact of rising interest rates significantly slowed the prior year's historic market appreciation. The Board of Assessors received 13 abatement applications, a significant decrease from the 90 applications received during Fiscal Year 2023. The analysis and conclusions of a potential new Mid-Century Modern building style were published and presented at public meeting in February of 2024. The department also conducted 333 property inspections, improving the cyclical inspection compliance rate to 92%.

Kenneth Mostello, Chairman
David Boardman
Karen Yeyinmen

Brian Macdonald, Principal Assessor
Frank Schembari, Assistant Assessor



Facilities Department

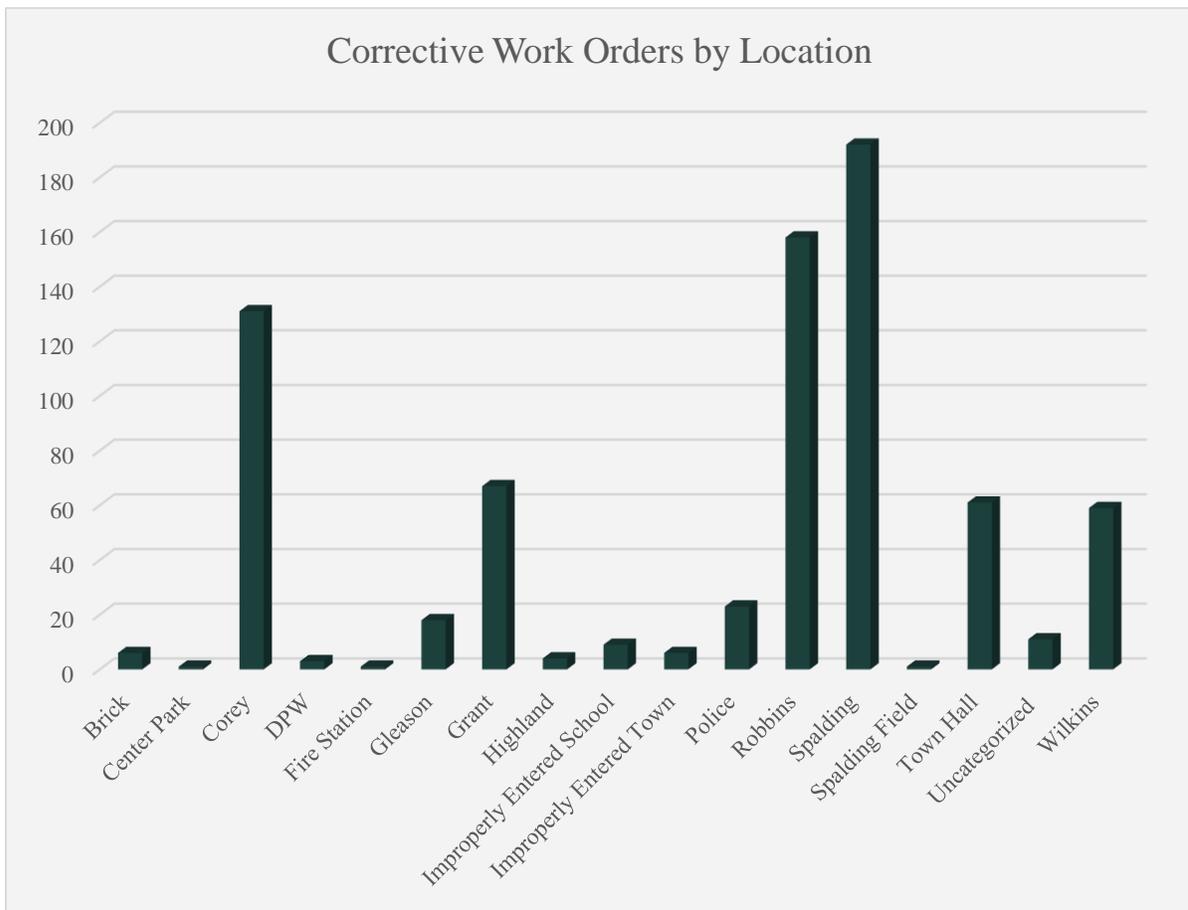
January 1, 2024, to December 31, 2024

Summary:

School HVAC alerts handled: **1,844**

School security and environmental alarms handled: **1,855**

Corrective Maintenance work orders completed town -wide all buildings: **757**



Facilities Projects

Wilkins HVAC



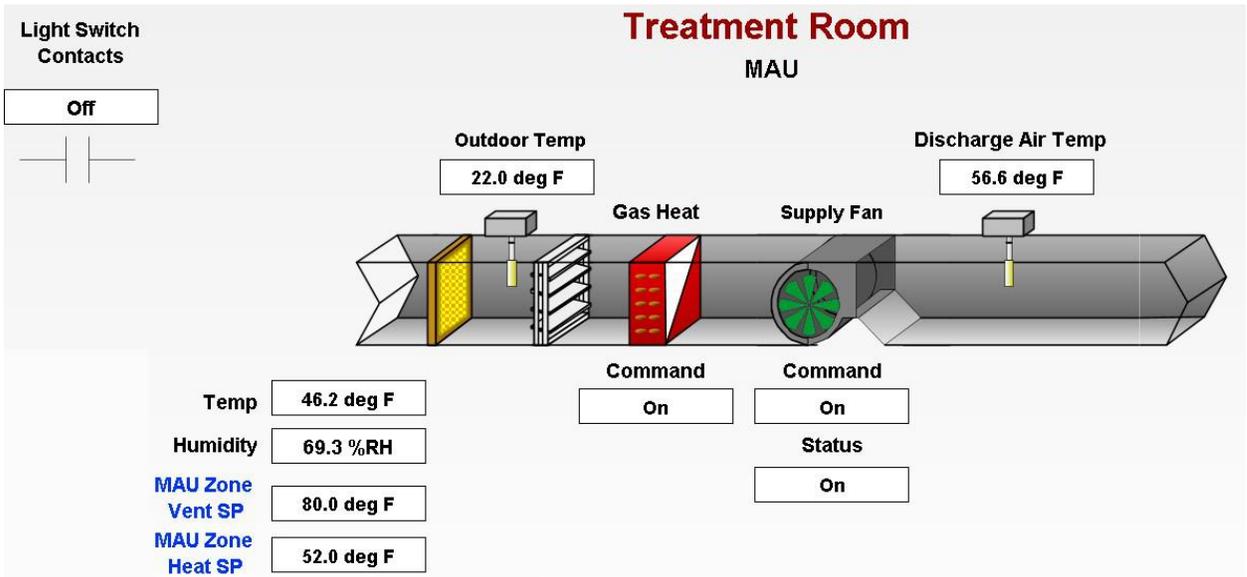
Wilkins Courtyard Walkway & Landscaping



Wastewater Plant RTU/MUA Upgrade



Wastewater Plant HVAC Controls Upgrade



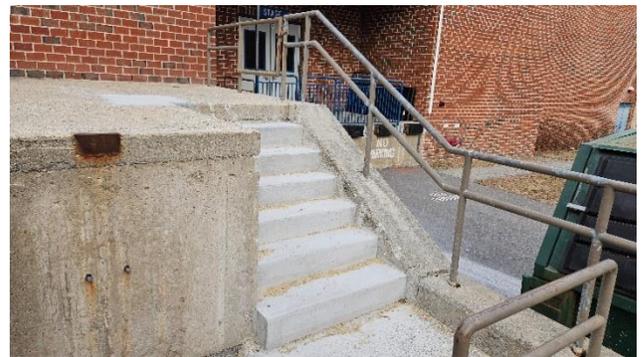
Corey Auditorium Lighting Upgrade: Thank you Jeremy Behrle!



Spalding Walkway Concrete Repairs



Corey Concrete Repairs



Other Projects:

Spalding RTU 7 Compressor Replacement



Other Projects Continued:

School Security Camera Upgrade

- 2nd floor added cameras; completes 90% camera (interior) coverage.
- Old exterior cameras updated.

School Security System Upgrade

- All exterior doors and motions rewired with new.
- 3 new simplified security panels added, including in the Facilities office.

Town Hall Security Upgrade [Access Control & Camera]

- Lobby camera coverage.
- Exterior and interior access control.

Robbins & Wilkins Soffit Painting

- Started in-house at Robbins and will complete before June 30th, 2025.
 - Handled by our Groundskeeper, Tom Kiersey

Spalding Exterior Walk Lighting

- Old, weak lamp posts replaced with sturdy brighter lighting.
 - Remainer of project will be completed prior to June 30th, 2025.

Team Building

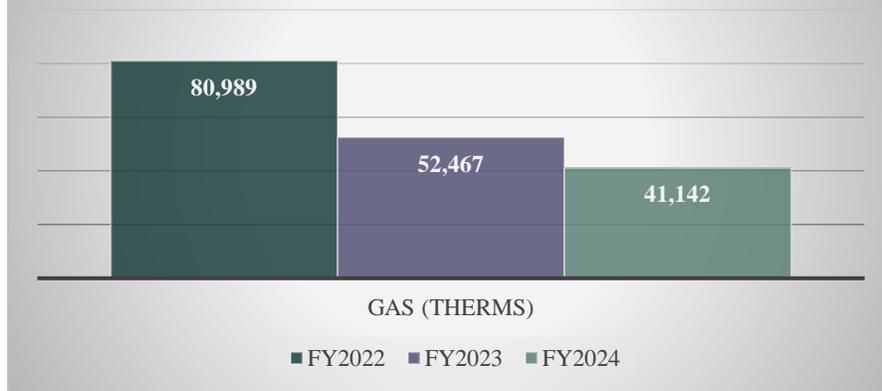
Hired 5 new staff members to complete the team.

- Jon Hart | Custodian | Robbins building
- Tom Kiersey | Groundskeeper/Custodian | School Campus
- Robert Dixon | Custodian | Spalding building
- Steve Munroe | Maintenance Technician | All town buildings
- Hakeem Ruffin | Custodian | Corey Building

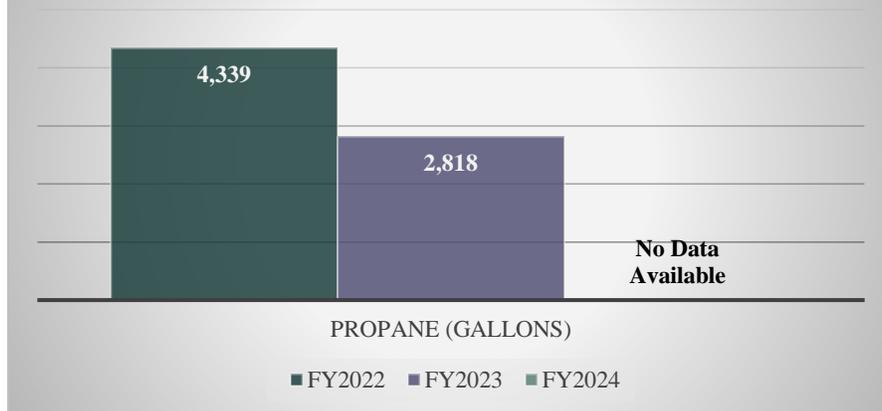
School Electric Usage

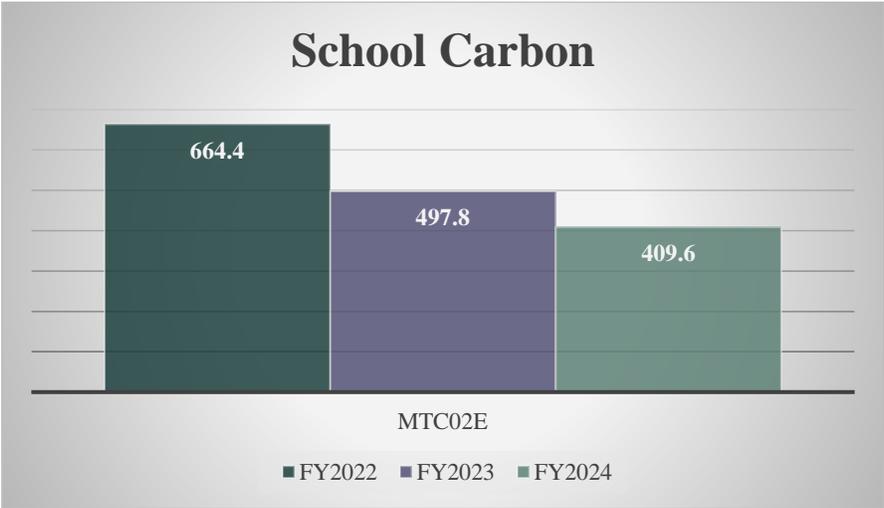
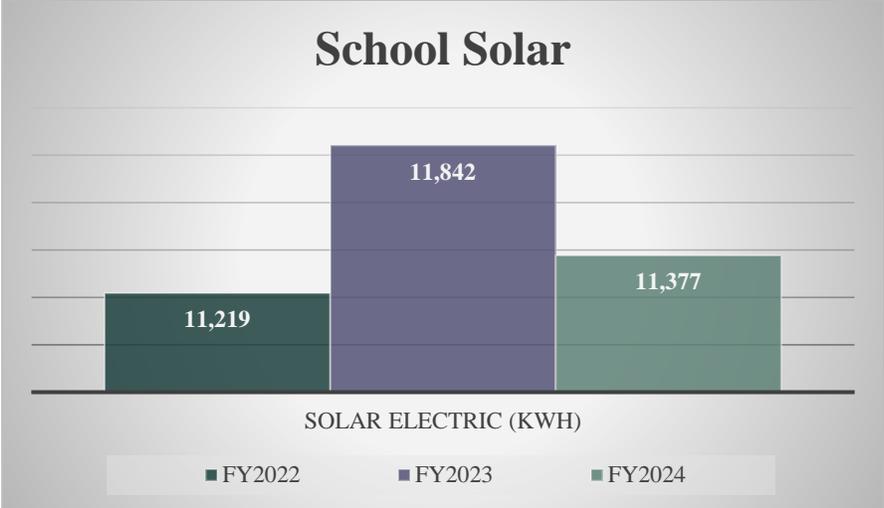


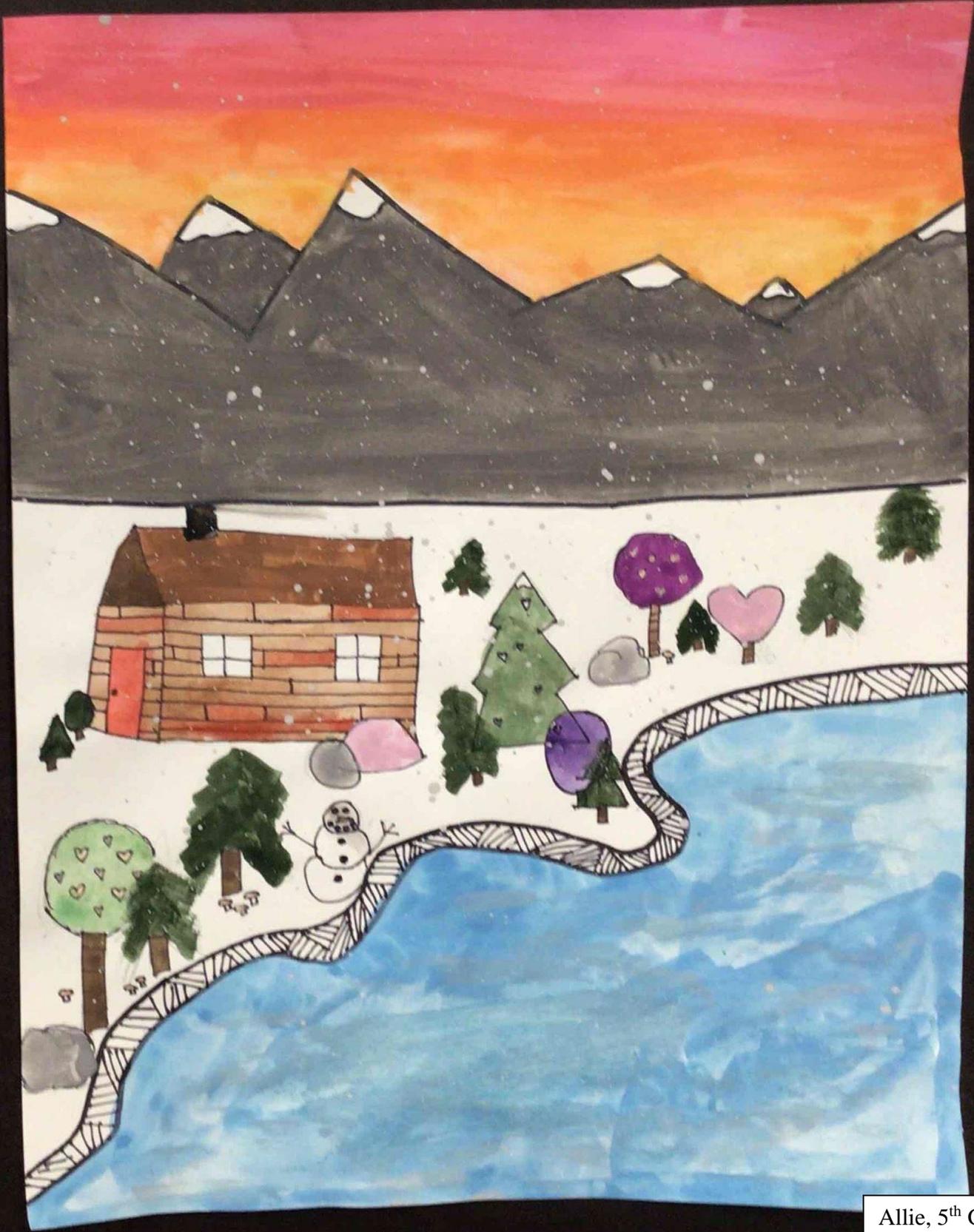
School Natural Gas Usage



Wastewater Plant Propane Usage







Allie, 5th Grade

BUILDING, LAND USE, & ZONING

Building Commissioner

During the period January 1, 2024, through December 31, 2024, **241** building permits were issued as follows, and **\$205,270** collected in fees, which were turned over to the Town Treasurer. The Building Inspector addressed 2 zoning issues and complaints.

Number of Permits

6	New Dwelling
1	Addition
119	Alteration
0	Garage
13	Porch / Deck
0	Barns
7	Sheds
9	Woodstove
1	Pool
54	Roof
1	Sunroom
3	Cell Tower
22	Solar
4	Demolition
1	Trench

Inspector of Wires

During the period January 1, 2024, through December 31, 2024, **288** electrical permits were issued and **\$44,125** collected in fees and turned over to the Town Treasurer.

Plumbing Inspector

During the period January 1, 2024, through December 31, 2024, **124** plumbing permits were issued and **\$18,760** collected in fees and turned over to the Town Treasurer.

Gas Inspector

During the period January 1, 2024, through December 31, 2024, **92** gas permits were issued and **\$6,490** collected in fees and turned over to the Town Treasurer.

	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Totals
New Home	1		2	1	2								6
Addition					1								1
Alteration	10	13	11	4	12	12	10	5	13	12	9	8	119
Garage													0
Porch/Deck	1	1	1	1	1	2		2		1	3		13
Barns													0
Sheds	2			1			1	1				2	7
Woodstove									3	3	2	1	9
Pool				1									1
Pool House													0
Roof	4	2	1	2	12	7	5	5	4	3	6	3	54
Sunroom									1				1
Cell Tower									1		2		3
Solar Panels	4	1	1	1	1	2	1	2	4	2	2	1	22
Demolish						1				1	1	1	4
Trench											1		1
Sheet Metal													23
Building*	22	17	16	11	29	24	17	15	26	22	26	16	241
Electric	17	15	23	28	31	28	34	23	23	17	29	20	288
Plumbing	9	6	11	11	8	10	11	13	11	9	12	13	124
Gas	8	4	5	11	7	3	8	6	10	11	8	11	92

Total Permits Issued for 2024	78	42	55	61	75	65	70	57	70	59	75	60	745
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* Includes wood stove, commercial, and demolition permits

Building Commissioner

Jon Metivier

Inspector of Plumbing, Gas, and Appliances

Jim Powderly

Wiring Inspector

Henry Parlee

Land Use and Sustainability Coordinator

Sarah Wasserman



Estella, 7th Grade

Carlisle Affordable Housing Trust

What is the Carlisle Affordable Housing Trust?

The Carlisle Affordable Housing Trust (CAHT) was established by the Town of Carlisle through a Declaration of Trust in 2006 for the purpose of providing for the preservation and creation of affordable housing in the Town of Carlisle. In 2019, the Trust absorbed the responsibilities of the Carlisle Housing Authority. In 2021, Town Meeting approved a bylaw that reorganized the membership of the Trust and reaffirmed its financial and legal powers.

The Trust is administered by seven Trustees, at least one of whom is a member of the Select Board. The remaining six members are Carlisle residents appointed by the Select Board. The Declaration of Trust authorizes the Trustees “to acquire by gift, purchase or otherwise, in accordance with procedures set forth in the Declaration, real estate and personal property, both tangible and intangible, of every sort and description . . .” in furtherance of the Trust’s purpose.

Mission

The Trust (CAHT) voted on its mission statement at its June 2021 meeting: “It is our goal to purchase or otherwise develop one affordable property per year or whatever the budget will allow in order to provide one family at a time the opportunity to live in Carlisle where they otherwise would be unable to afford it.”

Events and Accomplishments:

Bog House

The major topic of the CAHT in 2024 was starting the process of converting the Bog House into affordable housing and possibly workforce housing. The Bog House is currently on land owned by the Conservation Commission and is under Article 97 of the Amendments to the Constitution of the Commonwealth. The Act applies to any change in use or disposition of conservation land and has several key requirements which include: (i) notification; (ii) an alternatives analysis; and (iii) identification and dedication of replacement land to Art. 97 purposes. In certain cases, the replacement land requirement may be waived or modified.

The CAHT started off January 2024 by having a joint meeting with the Conservation Commission to discuss the Bog House. It was the consensus of the Conservation Commission that the CAHT could proceed but needed to have a well thought out plan. Town Planner Julie Mercier received funding for a feasibility study, the first step to understand the existing site and building conditions and identify showstoppers to using the building for housing. The study concluded that four to six units of housing are possible. The next step is to explore utility feasibility – specifically, siting for a new septic system and the capacity of the existing well.

The CAHT met in a joint meeting with the Community Preservation Committee to see a presentation by Habitat for Humanity, a non-profit group focused on affordable housing, which is very interested in working with the Trust to convert the Bog House to affordable housing. For this to happen, Habitat for Humanity would have to be the successful, selected bidder during the procurement process in accordance with Massachusetts General Law.

MBTA Communities Initiative

Members of the CAHT met with Town Planner Julie Mercier several times during the year to learn the latest updates on how the town is responding to the State's mandate to zone for multi-family housing. Multi-family housing is the best way to create affordable housing in Carlisle.

Benfield Farms

The Trust was able to extend the Community Preservation Act grant for the leaching field for 6 months, giving managing operators, NOAH, to get the documentation in place to receive the remaining funds. The Trust also received a grant of \$60,000 to fix the Accessible entrance doors for the residents.

Joint Meeting with the Historic Commission and the Municipal Vulnerability Preparedness Committee

Members of the CAHT met with the HC and MVP to discuss sustainability in the housing field.

Meeting with the Director of the Regional Housing Services Office

Members of the CAHT met with Liz Rust to determine if Carlisle could benefit from joining the RHSO. It was agreed that Carlisle would not be served by membership at this time. Funds will instead continue to be utilized to consultants for specific projects.

Membership

The Trust gained two new members in 2024: William Luther and Sofya Norris.

HPP Public Outreach

Members of the CAHT presented a summary of the Housing Production Plan, adopted in 2023, to the Democratic Town Committee, and to sections of the 8th grade social studies classes at the Carlisle Public School.

Participated in the Land Use Summit

Members of the CAHT joined various other boards and departments to discuss how the Town can use land, either town-owned or purchased, for the goals of the various groups. There was much benefit from having everyone represented at the meeting, discussing ideas as a group and not as "silos".

Participated in Route to Sustainability Day Event

Members of the CAHT manned a table at the Route to Sustainability Day to showcase how various alternative housing typology alternatives can contribute to sustainability. Topics discussed included the HPP, the Bog House, and the MBTA Communities Initiative.

Grants Applied for and Awarded

Benfield Farms Infrastructure Support:

The Community Preservation Committee (CPC) granted \$125,000 to help defray costs being incurred by Neighborhood of Affordable Housing, Inc. (NOAH) to repair the septic system at Benfield Farm has been partially expended, as repairs have been completed. The Board of Health is in agreement about releasing the remaining funds, but the Conservation Commission needs a certificate of compliance, which NOAH is working on. The CPC extended the grant until 3/31/25 for this purpose.

Another grant from the CPC was for \$60,000 for fixing the Accessible entrance doors.

Community Housing Development:

The Community Preservation Committee (CPC) granted \$60,000 to help the Trust to study how to develop affordable housing.

Rental Assistance:

The CAHT was awarded a grant of \$50,000 for the second year of rental assistance to needy households in Carlisle. This program was embarked on in partnership with the Council on Aging and Human Services which applied for and received a similar amount from ARPA funds for the first year of the program, with the understanding that CAHT would take over providing funds for the second year.

Hydrogeological Study Grant:

The CAHT was awarded a \$90,000 Community Planning Grant for “The Carlisle Underground Project”. The grant will fund technical assistance for a hydrogeological study to better understand the Town’s hydrogeologic conditions. Greater specificity will remove uncertainty, focus the conversation on a scientific understanding of subsurface conditions, and help the Town make informed decisions and be strategic about, if, where, and how to plan for growth.

In addition, though not required for the grant, the CAHT was awarded a matching grant of \$10,000 through ARPA funds.

Carlisle Affordable Housing Trust

John Ballantine, Co-Chair

Christine Johnson, Treasurer

William Luther
Sofya Norris, Co-Chair
Kate Reid
Beverly Shorey, Secretary



Shelly, 6th Grade

Conservation Commission

The Carlisle Conservation Commission was established in 1965 as a seven-member Town board with volunteers appointed by the Select Board for three-year, renewable terms. During mid-summer, a new member, Melissa Webster, was sworn in to fill the position left vacant by Alex Parra's retirement from the Commission. His service to the Commission is deeply appreciated. In addition to administering the Wetlands Protection Act (WPA) and the Carlisle Wetlands Bylaw, the Commission provides the town with experience in engineering, farming, environmental law and education, wildlife biology, wetland science, and habitat protection. This year the Commission continued to hold its hearings virtually via Zoom remote participation, a procedure that began early 2020 during the COVID-19 pandemic. This has resulted in increased public attendance during meetings and is a convenience for Commission members and applicant representatives. Agendas, meeting dates, deadlines, and filing information, including full wetlands applications and plans, were posted on the Town of Carlisle website: www.carlislema.gov and available for public review. The Commission met 22 times during 2024 and continues to review particularly challenging projects for work in or near protected resource areas. The Commission not only addresses wetlands permitting, but also addresses issues related to management of approximately 1175 acres of Town-owned Conservation lands.

Wetlands Permitting: As can be seen in the chart below, 2024 continued to be a busy permitting year. The Commission reviewed proposed projects located within the 100-foot Buffer Zone of Bordering Vegetated Wetland and those with direct alteration of protected wetland resource areas. Alterations include tree and shrub removal as well as construction projects with grading and filling close to or within wetlands. Sensitive projects and those before multiple boards often require hearings to take place over several months.

The State Wetlands Protection Act and the Carlisle Wetlands Bylaw provide a process to ensure protection of these sensitive public resources from damage during and after projects and to protect other properties from damage by proposed work. The regulatory process allows abutters and other residents a chance to review what is proposed to assess any potential negative impacts. Failure to apply to the Commission for a permit can lead to enforcement action, a potentially time-consuming activity for both the property owner and the Commission.

The Commission receives fees from applicants under both the WPA and the Carlisle Non-zoning Wetlands Bylaw to help offset the expenses to the town for implementing wetlands filings. In the year 2024 the Commission returned \$16,190 in fees submitted by applicants under Carlisle's local bylaw to the Town's General Fund, a modest increase from 2023. Filing fees for those same projects submitted to the Commission under the

WPA itself are separately managed by the Commission under the direction of the Select Board and can only be used for wetlands related activities. This year \$3,853 were received, a modest decrease from 2023. Town-sponsored projects have no WPA or bylaw fees.

Activity	2022	2023	2024
Notice of Intent/Order of Conditions	24	24	27
Amendments to Orders of Conditions	1	1	1
Request for Determination (RDA/DOA)	4	4	5
Resource Area Delineation (ANRAD)	1	1	1
Order of Resource Area Delineation (ORAD)	2	2	1
Certificates of Compliance	20	20	20
Extensions to Orders of Conditions/ORAD	3	3	16
Enforcement Orders	6	6	0
Emergency Certificates/Administrative Approvals	2	2	1
Conservation Restriction Violation	0	0	0
Project Denials/Appeals	0	0	1
Conservation Land Use Permits	14	14	4
Camping Permits	2	2	0
Administrative Approvals/Tree Removal Applications	9	9	27

Conservation Land Management

During the spring of 2024 the Commission adopted a two-year experiment to revise how Town-owned conservation land would be managed. The Commission delegated their authority over major management activities to the Land Stewardship Committee’s (LSC). For a report on the LSC land management activities and achievements, please see their annual report. Some activities on specific Conservation lands permitted by the Wetlands Protection Act are addressed below.

Carlisle Cranberry Bog: During this past year the effort to control invasive *Phragmites australis*, permitted in 2021, was continued by a licensed applicator. Although not yet completely eradicated, it appears to be close. During 2022 it was determined that the repair of Cranberry Bog Dam #1 would be necessary in order to comply with requirements from the Massachusetts Office of Dam Safety (ODS). A 2015 inspection of this dam, undertaken by an order from that agency, noted deficiencies that categorized the dam to be in “Poor” condition. The next inspection will occur in 2025. A Notice of Intent under the Wetlands Protection Act and the wetlands protection bylaw was filed in 2022 with a plan for the repair. It was submitted to the ODS and approved in spring 2023. The public hearing was closed in October of that year, but the issuance of the Order of Conditions was delayed until February 2024, then appealed following design concerns by residents. The concerns were addressed and during the 2024 Spring Town Meeting,

\$300,000 in Community Preservation Act (CPA) funds for the repair were approved. In August 2024, a proposal for an alternate design for the upstream treatment of the dam's slope delayed the project's progress throughout the year. By the end of 2024, a revised design by the engineer was scheduled to be submitted to ODS for approval in 2025. There will be a need for an Amendment to the existing Order of Conditions. Work at the bog continued during the winter of 2024, authorized by the Order of Conditions issued under an additional filing, the Restoration Limited Project Notice of Intent (NOI), which was filed and approved in 2023. The purpose of the NOI was to stabilize tree growth within the bog, manage invasive plants, maintain the bog as a wet meadow, restore and stabilize the Fiske Street Dike, and allow for the management of the cranberry bog flumes. With assistance from the DPW, volunteers successfully removed a significant number of white pine trees from the bog during the winter of 2024, achieving notable success. The Commission is grateful for the valuable assistance of the local Boy Scout troop, the Carlisle Trails Committee, the Carlisle DPW, and citizens for assisting with this project. Since cranberry farming has ceased, funding will be required for the management and maintenance of the cranberry bog, tasks that were previously handled by the farmer. In 2024, maintenance of the dam and dike flumes was carried out by volunteers from the Friends of the Bog. The Cranberry Bog Working Group concluded its work and was dissolved. Additionally, funding was approved by Town Meeting for a Hydrology and Hydraulics (H&H) study of the River Meadow Brook area to support water level management. The Cranberry Bog remains a popular conservation area, attracting visitors who enjoy its open vistas and summer breezes. The Conservation Office continues to receive inquiries from the public about when the cranberry harvest will occur. Management of the Cranberry Bog House has been assumed by other town entities, who are working to identify the best and most cost-effective use for this historic structure.

Greenough Conservation Land: Construction to repair the Greenough Dam was completed by the end of 2021, followed by growing seasons that coincided with significant droughts. These conditions slowed plant recovery along the dam slopes and raised concerns about the success of the required replication area. The replication area was monitored by a wetland scientist and was ultimately deemed successful. However, in 2024, concerns remained about the low water levels in Greenough Pond. To address this, the Commission approved funding for an amendment to the new spillway structure, allowing for boards to be installed and seasonally managed by the Carlisle DPW during periods of low rainfall and high evaporation. Funding was also approved by Town Meeting for a Hydrology and Hydraulics (H&H) study of the Pages Brook area to assist with water level management, particularly regarding its impact on upstream properties. Greenough Pond is mapped for two rare, state-listed species, and maintaining appropriate water levels is critical for their survival.

Another significant change to the Greenough Conservation land was the removal of the Greenough Barn. This large, stately barn, constructed around 1930, had become derelict and posed a safety hazard. With support from the newly formed Environmental

Sustainability Committee, a high percentage of the barn's materials were recycled. By the end of 2024, work had begun on permitting and seeking funding for the removal of Japanese Knotweed from the property, which could spread through the former barn site and beyond. Additionally, evidence of water chestnut, a highly invasive plant, was found in Greenough Pond as well as in the upstream wetlands beyond Maple Street. Plans are in place to eradicate the water chestnut.

Russell Conservation Land: The 22-acre Russell Conservation Land, located on Russell Street, abuts and partly envelopes Spencer Brook and features a large mature forest, open fields, a certified vernal pool, riverine, and pond habitat called home to fish, turtles, beavers, geese, and ducks. It is close to a lively Heron Rookery with approximately a dozen nests located within tall standing dead trees easily visible to walkers along the existing trail. A dense population of knotweed, previously subject to incomplete chemical control under an expired Order of Conditions, now requires monitoring, as regrowth of this aggressive invasive plant is likely. A new filing may need to be sought.

Benfield Conservation Land: Benfield Conservation Land, located off South Street, continued its recovery following the replacement of the septic system originally installed to support the 26-unit Benfield Farms Senior Housing. Despite the ongoing drought, the native seed mix planted over the area disturbed by this project continued to grow well. The project's applicant, the Neighborhood of Affordable Housing, still needs to request a Certificate of Compliance to close out the project on this Town-owned Conservation Land, ensuring that the project was completed according to plan. The property is also subject to a Conservation Restriction granted to the Carlisle Conservation Foundation. The Commission's long-planned work to clear the field's edges was once again postponed, and careful consideration is needed to control some aggressive invasive exotic plants and poison ivy. Due to the public water supply installed for the senior housing project, options for controlling these plants are limited to non-chemical methods. The three bat houses installed as part of an Eagle Scout project approximately four years ago remain in place, and it would be interesting to monitor them closely to determine their use.

Foss Farm Conservation Land: The Conservation Commission continued to provide multiple activities for the public on this property.

Over 100 community garden plots were disked in the spring by farmer Mark Duffy, who has held the license agreement for farming the approximately 20 acres of the Foss Farm Conservation Land for many years. Volunteer Garden Manager, Jack O'Connor, continued to maintain the hand pump water supply wells (non-potable), assign plots to new and long-time gardeners and, with some other volunteer help, stake out plots in the spring. Jonathan DeKock, Assistant Garden Manager, helped with these many garden management tasks. The Community Gardens are a volunteer driven activity with administrative support provided by the Commission staff. In late December 2024, the Commission was saddened to learn of the passing of Jack O'Connor. He managed the gardens for many years with dedication, passion and a style of his own. He is missed.

In addition to the Community Gardens, many other activities utilize the land. Area youth and adults use the property's riding rings for horse jumping and dressage training. In November the Carlisle Cub Scouts hold their annual all-day rocket launch event. This year, due to the significant drought, the event was cancelled due to fire threat. Foss Farm provides an important and a popular trail connection to the 321-acre Carlisle section of Great Meadows National Wildlife Refuge, the former O'Rourke property, off Maple Street, to the newly acquired 38-acres of Woodward Conservation Lands and to the 255-acre Greenough Conservation Land.

Towle Conservation Land: The Conservation Commission continued its initiative to address invasive exotic plants on the Towle Conservation Land. The Commission has an Order of Conditions for use of herbicide within the wetland jurisdictional areas of Towle by a licensed applicator. Again, this year, to assist with native pollinators the mowing management was revised by sectioning the 20-acre field into three mowing areas, each to be mowed at the end of a different growing season in a three-year rotation. The purpose is to encourage flowering plants to be more available for pollinators. The field will need to be monitored for both invasive plants and poison ivy treatment. In November the local Boy Scout troop applied to hold its annual Thanksgiving in the Woods camping trip in the Towle woods. Like the Foss Farm Rocket launch, this annual event had to be cancelled due to the significant drought.

Agriculture: In March, the Commission conducted its annual interview with farmers who hold the agricultural license agreements on several conservation properties. These properties include Foss Farm, Fox Hill, both on Bedford Road, Robbins and Hutchins Fields on Curve Street, Bisbee fields on Concord Street, Fisk Meadow on Lowell Street, a corn field off Curve Street on the Cranberry Bog Conservation Land, and two fields each on Greenough and the Woodward Conservation Lands, both located off Maple Street. The Commission is grateful for our long-standing farmers, Mark Duffy and Dick Shohet and new farmer, Andrew Rodgers for their efforts to maintain the Carlisle Conservation lands' agricultural value. All help advances the Town's long-standing and high priority goal to maintain its rural character by supporting, encouraging, and promoting agriculture.

Scientific study: The Commission continued its support for scientific studies on several of its properties in 2024. A project that began in 2020 by Zoo New England to establish the state-listed rare plant, New England Blazing Star (*Liatris novae-angliae*), continued on Foss Farm. Monitoring took place on both established plants within a protected area, those that escaped and became established outside the protected area, and additional unprotected plantings nearby. The North American Bat Study also continued, with temporary towers equipped with high-frequency microphones set up at Foss Farm, the Cranberry Bog, and Towle Field for brief periods of data collection. This project is part of a multinational effort to document bat activity and species, and it is expected to continue in the years ahead. Another ongoing study, the Suburban Wilds Deer Project, which began with the University of Wisconsin and is locally supported by Boston

University, monitors deer activity on several conservation lands using camera traps. In the autumn of 2024, it was learned that funding to continue this study has ended. While new funding is being sought, there is no guarantee that the study will continue. The Commission looks forward to reviewing the data from this project in the future.

Initiatives: In 2024 Carlisle Residents made frequent use of the Commission's recently promulgated Tree Removal Policy. The purpose of the policy was to provide a streamlined, but still public process for removal of a small number of trees, up to five, within the 100-foot Buffer Zone that property owners feel endanger their homes. Details and the application can be reviewed on the town's website and submitted to the Commission via email. The properties are visited by the conservation staff and/or Commission members and reviewed with the property owner and by the Commission in a public meeting. This year 27 residents made use of this new policy, three times the number than in 2023.

The Commission also modernized its Special Orders of Conditions issued for permitting wetlands projects under a Notice of Intent. These were then incorporated into the department's revised wetlands database.

A long-term goal to revise the Carlisle Wetland Bylaw was revived in 2024. With assistance from former Commissioner Alex Parra, a final draft bylaw was complete by the end of the year. The existing Bylaw, in place since the early 1990's, is out of date, has had only minor updates since that time and provides less protection to wetland resource areas than all of Carlisle's surrounding towns. The current proposed bylaw would increase protection for the 100-foot Buffer Zone, for wetland resource areas, for vernal pools and will assist with protections from climate change. In 2025, following public hearings, the proposed bylaw will need to be affirmed by a vote of Town Meeting before review by the Massachusetts Attorney General and implemented.

A push for Carlisle Town Hall departments to make as many documents as possible available in a digital format continued through 2024 with a goal of creating space in Town Hall taken up by filing cabinets used for storing paper documents. Existing paper documents were boxed up to allow for new office furniture. At year's end putting everything back together was still a work in progress in the Conservation department.

2024 saw significant changes to the Conservation Commission's office staff. Administrative Assistant Mary Hopkins retired after over 20 years of dedicated service. Conservation Administrator Sylvia Willard continued to support the Commission members, its associated committees, and the public. Additionally, Carlisle resident Judy Hodges worked part-time to support the department until June, when Bethany Barstow, a graduate of the UMass Lowell Environmental Studies program, was hired to fill the full-time role. The office staff also serves as a communication link between the Commission, project engineers, other town boards and committees, state and federal agencies, and several land trusts that hold land or interests in land in Carlisle. Town boards and committees include the Carlisle Trails Committee, the Conservation Restriction Advisory

Committee, and its subcommittees, such as the Land Stewardship Committee. Land trusts include The Trustees of Reservations, Sudbury Valley Trustees, New England Forestry Foundation, and the Carlisle Conservation Foundation. State agencies include the Massachusetts Department of Environmental Protection, the Massachusetts Division of Fisheries and Wildlife and its Natural Heritage and Endangered Species Program, and the Department of Conservation and Recreation's Great Brook Farm State Park. Federal agencies include the U.S. Fish and Wildlife Service, the National Park Service, and the U.S. Army Corps of Engineers.

Annual Conservationist of the Year: The selected honoree for 2024 was Alison Saylor for her many efforts to beautify Carlisle, including work at the Carlisle Center Park, teaching gardening courses as a Master Gardener, her over 20 years working on the Garden Club's plant sale, teaching and encouraging growing local and native plants, and as a land steward for the Malcolm Preserve owned by the Carlisle Conservation Foundation and the Trustees of Reservations.

**Current
Commission
members:**

- Dan Wells, Chair
- Navneet Hundal,
Vice Chair
- Brian Murphy
- Nick Ognibene
- George Shepard
- Melissa Webster
- Helen Young



Kevin, Kindergarten

Historical Commission

The main role of the Carlisle Historical Commission is to act as the Historic District Commission for the Carlisle Historic District, which primarily includes the town center, and to act as the Historical Commission for the town. The membership of the Historical Commission is prescribed by Article 9 of the Carlisle General Bylaws and consists of 5 members and up to 3 alternate members to be appointed by the Select Board.

The Historic District and Historical Commission were created to preserve and protect the distinctive characteristics and architecture of buildings and places that are significant in the history of Carlisle; to maintain and improve the settings for such buildings and places; and to encourage designs compatible with the character of the Historic District.

During 2024, the Carlisle Historical Commission reviewed 7 applications, issued **6 Certificates of Appropriateness (COA)** (with 1 application withdrawn) and **0 Certificates of Non-Applicability (CNA)** and continued hearings for 0 applications into the year 2025. See the table below for applications reviewed by the Commission.

Property	Owner/Applicant	Project	Certificate
66 Westford St	Town of Carlisle/ESC	Installation of native plants at Town Hall flower beds	<withdrawn>
42 Lowell Street	Town of Carlisle/Friends of Center Park	Installation of 8x10 storage shed	COA
		Installation of proposed picnic table and deck	<not approved>
43-45 Bedford Road	Julie McQueen	Renovations to existing barn	COA
41 Lowell Street	Town of Carlisle/Police Department	Additions and Renovations to existing Police Station	COA
27 School Street	The First Religious Society of Carlisle	Reissued new fence with revisions	COA
62 Lowell Street	Nathan Liles	Renovations to existing roof	COA
31 Lowell Street	Town of Carlisle/Veterans and Celebrations Committee	Replace 8 missing flag holders at Central Burying Ground	COA

The Commission held informal discussions on most of the applications before the formal hearing – a process that the Commission continues to encourage as it is an opportunity to provide important guidance to the applicant and has regularly resulted in streamlining the hearing process.

Other Activities

- Co-Chair Krissy O’Shea continued to oversee the restoration of the Central Burying Ground, including preservation of headstones and restoration of the Litchfield Seat. Funding originally earmarked for stone entrance pillars has been reassigned for the restoration of additional headstones. The Community Preservation Commission has approved this change.
- Co-Chair Krissy O’Shea represented the Historical Commission on the Community Preservation Committee.
- Alanna Lynch began as the Commission’s administrative assistant in April.
- The Historical Commission began researching the process for establishing a Demolition Delay Bylaw for the Town of Carlisle.
- The Historical Commission attended the Second Annual Carlisle Route to Sustainability Day on April 27th.

Committee Membership

- Krissy O’Shea and Ben Herter continued to serve as the Co-chairs of the Historical Commission.
- Ed Rolfe and Colby Mauke continued to serve as full members of the Historical Commission.
- Sara Cassidy Smith continued to serve as the Planning Board liaison to the Historical Commission.
- Annette Lee continued to serve as an alternate member of the Historical Commission.
- Chip Dewing’s term as an alternate member expired.
- Long-time Commission member and District resident Jack O’Connor passed away on December 18th.

The Historical Commission extends its sincere thanks to the members who have left the Commission and appreciation to all those who have worked diligently to preserve the historic character of Carlisle, and particularly to the residents of the Historic District for their appreciation of the historical importance of Town Center.

Co-Chairs: Krissy O’Shea and Ben Herter

Members: Ed Rolfe, Colby Mauke and Sara Cassidy Smith

Alternate Members: Annette Lee, Chip Dewing and Jack O’Connor



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Planning Board

The Carlisle Planning Board is responsible under state law to protect the health, safety and welfare of Carlisle residents. The Board reviews and approves the division of land under the Subdivision Control Law (MGL Ch. 41) and the Board's Subdivision Rules and Regulations. It also serves as the Special Permit Granting Authority as authorized by the state Zoning Act (MGL Ch. 40A) and the Carlisle Zoning Bylaws for various types of land use and development petitions, including those for common driveways, conservation clusters, residential open space community developments (including those with age-restricted housing), personal wireless service facilities, solar photovoltaic facilities, medical marijuana establishments, and accessory apartments. The Zoning Act also requires the Board to guide the process of Zoning Bylaw amendments through Town Meeting. The Planning Board is also charged with Site Plan Review of non-residential development and re-development, coordinating that review with input from all other relevant Town boards and officials. In addition, under MGL Ch. 40, the Planning Board must give its consent before any alterations are made to trees and stone walls along the Town's Scenic Roads. The Planning Board also serves in an advisory capacity to the Board of Selectmen for the acceptance of Town ways, and to the Zoning Board of Appeals for Comprehensive Permits for affordable housing development under MGL Ch. 40B. Finally, the Town's General Bylaws state that, when necessary, the Planning Board shall prepare plans and make recommendations to the Town for the optimum management of future change and growth.

The Planning Board is a seven-member elected board with up to two appointed Associate Members, supported by a Town Planner and a Planning Assistant. The Board met 14 times in 2024, which included regularly monthly meetings, one additional meeting, and a joint meeting with the Board of Health. Town Planner Julie Mercier continued work on multiple facets of proactive municipal planning, including Master Plan implementation, GIS Program development, ongoing work related to the State's Municipal Vulnerability Preparedness program, and work on housing policy at the local level. In June 2024, the Planning Department took over administrative work for the Zoning Board of Appeals. In July 2024, Gretchen Caywood, who had assisted the Board since 2005 with over 18 years of experience working for the Board, retired. Noelle Beland was hired as Planning, Zoning and Land Use Assistant in September 2024. Information on the Planning Board can be found [here](#) on our website.

Residential Development submissions

A special permit application for a proposed two lot common driveway was filed in 2023, to serve two lots that were created by the "Approval Not Required" (ANR) process for a property on East Riding Drive. The common driveway reduces the environmental impact with fewer impervious surfaces and tree removal while ensuring adequate access to the lots. This continued into early 2024 with the Board endorsing the Common Driveway Plan for East Riding Drive in February. The Board also approved the application for a

Conservation Cluster and Common Driveway special permit for 75 and Lot 6-X West Street in April.

The Board addressed two scenic road consent requests for potential alterations within the right-of-way in 2024, one on Concord Street and one on West Street. The Board held public hearings and provided its consent to the proposed alterations within the right-of-way for both properties.

The Board issued Site Plan Approvals for two Town projects: an amendment to the Carlisle Dog Park Site Plan Approval issued in 2023, and an approval for the Police Station Renovation project. The Board also issued a Site Plan Approval for the expansion of the Community Farm School.

The Board approved a special permit for a detached accessory apartment at 110 Patch Meadow. Under the current Accessory Apartment zoning bylaw, the Planning Board can issue up to 75 special permits for all accessory apartments, and up to 25 special permits for accessory apartments in detached structures. Since 1989, when the bylaw was implemented, there have been 35 accessory apartment special permits granted, with nearly half of these having been granted in the last five years.

Two “Approval Not Required” plans were submitted to the Board for endorsement: one for the property at 779 West Street, and one for the two existing vacant conforming lots at the northeast intersection of Bingham Road and Pheasant Hill Lane.

Town Meeting Actions

While the Board did not submit any proposed Zoning Bylaw amendments in 2024, the Board started work to revise the Accessory Apartment Zoning Bylaw, and the Board formed an MBTA Communities Subcommittee in March to explore the feasibility of compliance with the M.G.L. Ch. 40A Section 3A legislation (MBTA Communities Act) and guidelines.

Town Planning Initiatives

GIS Project

On February 6, 2024, Aaron Weston of CAI Technologies came to Carlisle and gave a demo of the AxisGIS site his company was contracted to build for Carlisle. The AxisGIS site is a web-hosted mapping platform that aggregates a number of data sources into one dynamic, user-friendly, mapping site. The Town’s other GIS consultant, Adam Kurowski, continued to create local data layers, and to provide consultant liaison support, technical assistance, and training throughout the year. Information can be found [here](#) on our website.

Subsurface Hydrogeology Study

In August, Ms. Mercier convened an advisory group including one member of the Planning Board, Select Board, Board of Health, and Housing Trust to discuss the subsurface hydrogeological study. The group discussed wanting to create mapping layers of existing septic and well data that the Board of Health has in their files, which would

result in a town-wide soils map, an understanding of depth to groundwater, depth to bedrock, etc. The group determined that it makes sense to first analyze some of the areas identified for potential rezoning by the MBTA Communities Subcommittee. Planning staff have worked on compiling septic and well data throughout the year and will continue into 2025.

Municipal Vulnerability Preparedness (MVP)

In September 2023, the MVP Core Committee interviewed consultants and selected Horsley Witten Group to lead the “Climate Resilient Carlisle” project, beginning in January 2024. During the fall of 2023, staff compiled a "wish list" of best practices, ideas, and initiatives for climate resilience to be incorporated into local land use policies, regulations, and bylaws. The first official meeting between the MVP Core Committee and Horsley Witten took place on January 18, 2024. A community forum was held in February to gather feedback on local climate resilience priorities, and the consultant had initial meetings with many different boards and committees in spring 2024. In addition to monthly office hours, staff held poster sessions at Route to Sustainability Day and Old Home Day, presented at multiple COAHS luncheons, and put information in the monthly Town Newsletter.

In September 2024, the MVP Core Committee met to review and discuss proposed policy ideas in several categories: healthy ecosystems and natural resources; resilient housing and resource use; drought and wildfire resilience; flood resilience; and resilient power and utilities. Horsley Witten circled back with the boards and committees in late 2024 and into early 2025. They are refining their recommendations and organizing them into a strategic roadmap for adoption, with a public review process in 2025. Information can be found [here](#) on our website.

MBTA Communities Zoning

The MBTA Communities Act, M.G.L. Chapter 40A Section 3A, aims to address the housing crisis in Massachusetts by requiring communities served by or adjacent to MBTA services to zone for additional housing, which provides for multi-family as-of-right, at a minimum gross density of 15 units per acre. Carlisle is classified as an “adjacent small town” which requires the Town to zone for a 5% increase of the 2020 housing stock, or 95 additional units, by December 2025. Communities that fail to comply with the Law may be subject to civil enforcement action and be rendered ineligible to receive certain forms of state funding and grants.

MBTA Communities that fail to comply with the Law’s requirements also risk liability under federal and state fair housing laws. The State has made a variety of grant funding and technical assistance available to help communities with this effort. Carlisle staff are taking advantage of the resources, and the Planning Board has begun investigating potential locations and zoning bylaws that might be appropriate for the Town.

The Carlisle Planning Board established an MBTA Communities Subcommittee in March 2024 to explore the feasibility of compliance with the MBTA Communities Act. This Subcommittee included representatives from the Planning Board, Select Board, Board of Health, Environmental Sustainability Committee, Housing Trust, Conservation Commission, and residents. The Subcommittee met 26 times between April and December, conducted a survey from June through September, and held two Open Houses in Fall 2024. They submitted reports to the Planning Board and were officially disbanded in December 2024. The Planning Board will continue to work on these efforts into 2025. Information can be found [here](#) on our website.

Accessory Apartment Bylaw

In fall 2023, staff began exploring potential revisions to the Accessory Apartment Bylaw focused primarily on clarifying the language, defining terms, making it more user-friendly for applicants, and making it easier for the Planning Board to interpret and staff to enforce. After discussing the proposed changes for many months, at their meeting on September 9th, 2024, the Planning Board decided not to move forward with changes to the Accessory Apartment bylaw at this time due to the uncertainty around how the new State law (the Affordable Homes Act) provisions for Accessory Dwelling Units (ADUs) are intended to be interpreted and how they will impact Carlisle's local bylaw and process.

The Planning Board intends to revisit this topic monthly at their regularly scheduled meetings and may move forward with a new hearing process and proposal for the Accessory Apartment bylaw this winter in preparation for spring 2025 Town Meeting. Information can be found [here](#) on our website.

Additional Planning Priorities

In addition to the above, Town Planner Mercier has also been working on or involved in some of the other priorities identified by the Master Plan, Select Board, Town Meeting, and/or Planning Board, including but not limited to: establishing criteria for evaluating land for community purposes, a long-term strategy for efficient use of town facilities – buildings, open space, and parking - by town departments, sustainability, and assisting the Town Administrator with the public safety facility projects.

Town Meeting approved the use of \$20,000 of CPA administrative funds for the beginning steps of a feasibility study for repurposing the Cranberry Bog House for housing. The first steps were a property survey, wetlands delineation, and base architectural plans. Ms. Mercier has been coordinating with Nitsch Engineering and Gienapp Architects. These efforts will continue into 2025.

Staff Support

Town Planner Julie Mercier completed her second year in this role, advancing the Town significantly in terms of a variety of its proactive planning goals, and securing grant funding from several sources for important Town projects. The Board is also served by Planning, Zoning, and Land Use Assistant, Noelle Beland, in administering applications,

addressing the day-to-day business of the Board, and researching topics of interest to the Board and the Town Planner. Ms. Beland started her position in September 2024.

The Planning Board benefits from high quality professional assistance, having engineering consultants with a broad range of expertise available to assist in the technical review of the plans brought before the Board, work that is paid out of restricted special 53G accounts funded entirely by the applicants. The Board utilizes the services of Nitsch Engineering, Inc., of Boston, and LandTech Consultants, Inc., of Westford. The Board also relies on the expertise of Town Counsel, Harrington Heep, LLP, to help interpret zoning and subdivision law and to represent the Board in litigation.

The Year Ahead

In addition to administering incoming applications for land planning and furthering the proactive planning activities noted above, the Board and staff will be revising and developing new zoning bylaw amendments, including revision of the Accessory Apartment Zoning Bylaw to account for the new Accessory Dwelling Unit law, and development of a zoning bylaw or bylaws to address MBTA Communities requirements.

In all matters, the Planning Board will continue to work closely with the Town's other land development, public health, housing, and environmental protection departments and committees. The Planning office has converted to processing applications electronically as much as possible and work continues toward conversion of all planning documents into an electronic format in a managed database that will be accessible to the public. With these types of measures, the Board's goal is to continue to achieve time savings and cost savings, allowing for additional proactive planning initiatives to be pursued by its staff as well as by the Board. As always, in the process of reviewing applications, the Board will continue to incorporate measures to preserve Carlisle's open space and rural feel, seek sustainability, and will be working to provide a diversity of housing choices through a managed process, including potential new zoning bylaw development and amendments.

Planning Board Members:

Sara Smith, Chair
Adelaide Grady, Vice Chair
Christopher Geggis, Treasurer
Joseph Gushue, Clerk
Eric Adams
Court Herschelman
William Guild

Associate Members:

Jason Walsh, resigned in 2024.
Robert Misek



Liya, 6th Grade

Zoning Board of Appeals

In 2024 the Zoning Board of Appeals (ZBA) met 9 times for 11 applications, including special permit applications, variance applications, and a review of special permit conditions as prescribed in Massachusetts General Laws (M.G.L.), Chapter 40A (The Zoning Act) and the Town's Zoning Bylaws.

The ZBA consists of three (3) Full Members who are appointed by the Select Board. Additionally, the Select Board may appoint up to four (4) Associate Members to serve on the ZBA. Associate Members may attend all ZBA hearings and can serve as a Full Member when a regular Member or Members cannot sit for a particular hearing. All ZBA hearings are open to the public and are typically held the first Monday of the month at Town Hall when there is a petition to be heard. All hearings are advertised in the Carlisle Mosquito or the Lowell Sun for two consecutive weeks prior to the hearing. Additionally, the ZBA hearing is posted on the Town Clerk's Bulletin Board no fewer than fourteen days in advance of the scheduled hearing. *The Rules and Regulations of the Town of Carlisle Zoning Board of Appeals* and the *Town of Carlisle Zoning Bylaws* are available on the official Town of Carlisle website. Click this link for more [information](#).

The ZBA is charged with granting variances and certain special permits as identified in the *Town of Carlisle Zoning Bylaws*. Additionally, the ZBA is charged with the issuance of comprehensive permits as prescribed in Massachusetts General Laws (M.G.L.) Chapter 40B. The ZBA is not charged with the enforcement of the Town's Zoning Bylaws. Rather, the Building Commissioner has the initial responsibility for interpreting and enforcing the Zoning Bylaws. This responsibility includes the duty to enforce the conditions of a variance or special permit issued by the ZBA. If a towns person has reason to believe that the Zoning Bylaws or conditions of a special permit or variance are not being complied with, the appropriate process is to make a written request to the Building Commissioner to enforce the Zoning Bylaw or conditions in question. The Building Commissioner's decision is subject to review by the ZBA.

In June 2024, Peggy Wang, Town Clerk and Administrative Assistant to the Zoning Board of Appeals for many years, passed away. The Board expressed gratitude to Peggy for her many years of service and dedication, and for handling Zoning Board matters in addition to all her other responsibilities as Town Clerk. Subsequently, Zoning Board administration was folded into the responsibilities of the Planning Department.

In 2024, the Board considered 11 applications, for which they granted 8 special permits and 2 variances (the Carlisle Police Station received both a Special Permit and a Variance). Two applications were withdrawn without prejudice.

Application 2401 by H. Larue Renfroe received a Special Permit for the continued operation of the business known as Assurance Technology Corporation with the same conditions included in the previous decision issued under Case No. 1901. The next

review will take place in February 2029 as previously dictated by the special permit. The property is located within the Residence B District at 68-84-96-98 South Street.

Application 2402 by Julie MacQueen received a Special Permit pursuant to Section 3.2.4, the Distinctive Structure Preservation Bylaw, to convert the existing barn into habitable space. The property is located within Residence B District at 43 Bedford Road.

Application 2403 by Richard Chick received a Variance pursuant to Section 6.3 to build a garage less than 10 feet from the property line where 40 feet is required under Section 4.3.2. The Board included a special condition that the Building Commissioner field verify that the proposed nearest corner of the foundation is poured no closer than 8 feet to the lot line before construction can proceed. The property is located within the Residence B District at 35 Suffolk Lane.

Application 2404 by Eric Inman Daum received a Special Permit pursuant to Section 6.3 to add a conforming 2-story addition to an existing non-conforming structure that is closer than 40 feet as required under Section 4.2.1 at two points. The property is located within the Residence B District at 566 Acton Street.

Application 2405 by Scott Jenney received a Special Permit pursuant to Section 3.2.2.9 for the continued operation of a landscape business. The permit was granted for a period of three years with the same conditions included in the 2022 decision. The property is located within the Residence B District at 303 Brook Street.

Application 2406 by John Lemonias for a Special Permit pursuant to Section 6.3 to replace a non-conforming barn with a less non-conforming barn on a non-conforming lot was withdrawn without prejudice. The property is located within the Residence B District on Curve Street.

Application 2407 by Eric Adams of Adams & Beasley received a Special Permit pursuant to Section 3.2.4.3.2 for the continued operation of a business. The permit was granted for a period of five years with the same conditions included in the 2019 amended decision. The property is located within Residence A Zoning District and Historic District at 25 Bedford Road.

Application 2408 by the Town of Carlisle received a Special Permit pursuant to Section 7.2 to allow an addition to the rear of the Carlisle Police Station under Section 6.3, Extension of Non-Conforming Use, and the continuation of the use on a nonconforming lot that is less than 1 acre under Section 4.1.1.1, and received a Variance pursuant to Section 7.5 to allow construction of a garage with a side yard setback of 14.5 feet where 20 feet is required under Section 4.3.1. The Board included the same conditions from the 2019 decision, and that there be no permanent plantings or objects within the easement area. The property is located within the Residence A District at 41 Lowell Street.

Application 2409 by Jennifer and Glen Patashnick for a Variance pursuant to Section 7.5 to allow construction of a garage with a side yard setback of 27 feet where 40 feet is

required under Section 4.3.2 was withdrawn without prejudice. The property is located within the Residence B District at 145 Indian Hill Road.

Application 2410 by Stacey Larson received a Special Permit pursuant to Section 7.2 to allow the enlargement of a residential structure under Section 6.3, Extension of Non-Conforming Use, and the continuation of the use on a nonconforming lot that is less than two acres under Section 4.1.1.2. The property is located within the Residence B District at 15 Stearns Street.

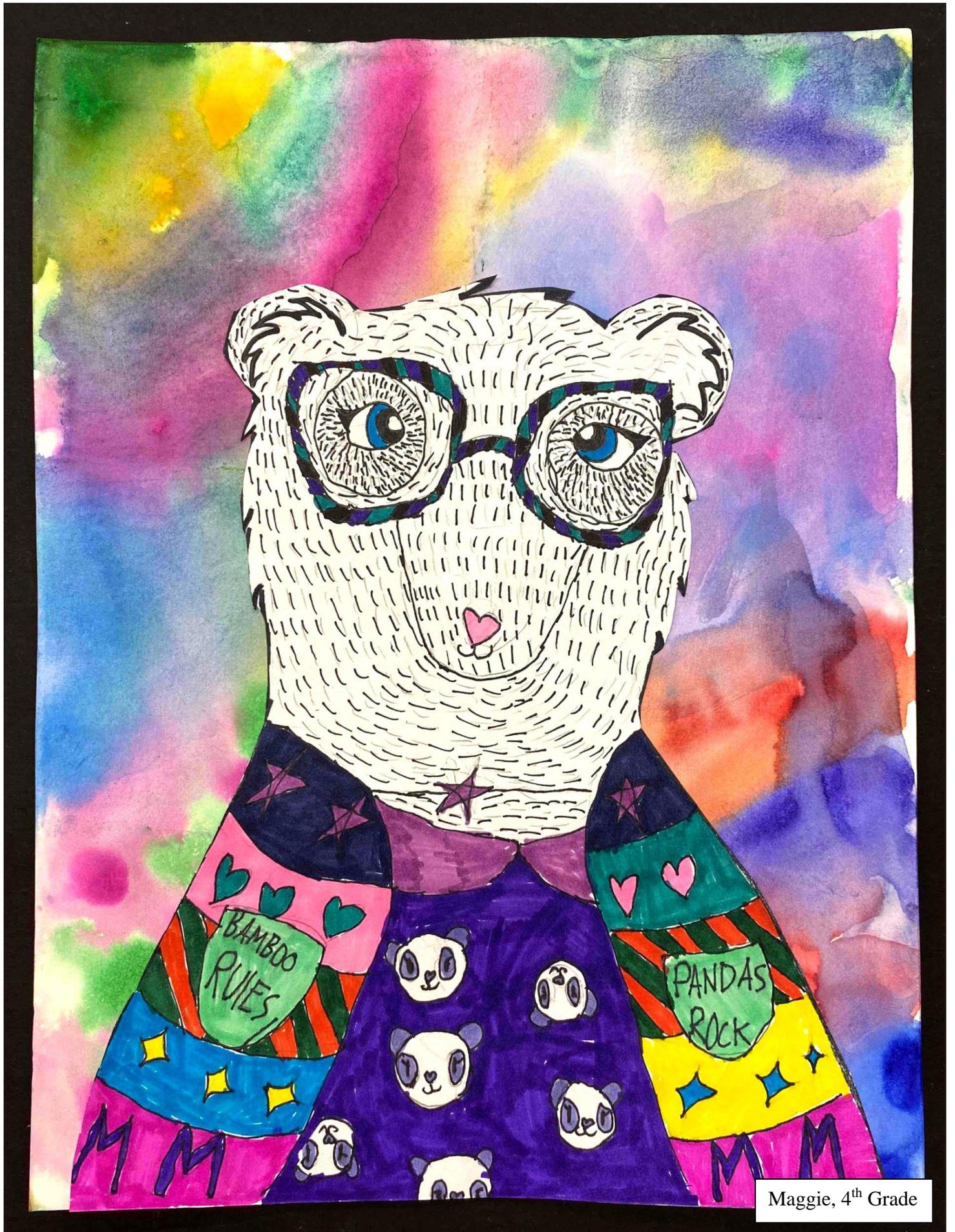
Application 2411 by Harry Wight received a Special Permit pursuant to Section 7.2 to allow the installation of a 10' by 12' storage shed under Section 6.3, Extension of Non-Conforming Use, and the continuation of the use on a nonconforming lot that is less than two acres under Section 4.1.1.2. In addition, the Board found a Variance was not needed pursuant to Carlisle Zoning Bylaw Section 7.5 to allow the shed to be placed within the property setbacks under Section 4.3.2. The property is located within the Residence B District at 491 South Street.

The Board would also like to offer our sincerest thanks and appreciation to the other Town departments, staff and Boards that have provided their guidance and leadership upon various occasions.

Looking forward, the Board, in its adjudicative role in support of land-use planning for Carlisle, will remain mindful of its responsibilities to be fair and equitable in the application and administration of local and State zoning ordinances.

Members:

Eric Adams, Chair
Manuel Crespo, Clerk
Steven W. Hinton
W. Jay Lee, Associate
Ian Applegate, Associate



Maggie, 4th Grade

RESIDENT SERVICES

Board of Health



Public Health
Prevent. Promote. Protect.

Under M.G.L.c. 111, s. 26-33, Massachusetts Boards of Health are empowered to make regulations and policies to protect public and environmental health. They enforce State laws under M.G.L.c. 111, s. 127A, covering disease prevention, sanitary conditions in housing, recreational areas, food establishments, clean drinking water, and sewage treatment. Local officials handle these tasks as they best understand community conditions. The Carlisle Board of Health (Board) is pleased to present this 2024 Annual Report of its activities to the community.

The Mission of the Board of Health is to promote and protect the health of the community and the safety of the environment.

ENVIRONMENTAL PROTECTION AND LAND USE PERMITTING

The natural environment can have serious impacts such as air pollution, water pollution, and the spread of disease that both directly and indirectly affect human health. The Board is also vigilant of protecting finite resources for the present and the future. The Board strives to use best practices, continuous improvement, and science-based decisions to ensure the safety of the environment when considering land use permits.

Supplementary Sewage Regulations

The Board conducted an extensive review of its local septic regulations, which had not been updated since 2019. This review highlighted the need for more restrictive regulations to protect critical resources such as groundwater. A key focus was multi-family dwellings, as the Board had been receiving an increasing number of applications for these types of projects. Unlike other Land Use Boards, the Board is responsible for protecting public health, even when it conflicts with zoning requirements.

Key revisions to the regulations include the establishment of Design Criteria and Performance Standards for Multi-Dwelling Units under 2000 GPD. Plans must now show all structures, accessory structures, dry wells, non-potable irrigation wells, and include a minimum sewer line slope of 2% starting ten feet from the foundation. Additionally, manholes and covers must be properly labeled and constructed, and soil logs are required for all witnessed testing. Leaching Pits are no longer permitted, and Innovative-Alternative (I/A) Systems must be registered annually with the Board of Health.

Monitoring and performance standards have been established for Enhanced Nitrogen Removal Systems.

Title 5 inspectors are now required to register annually with the Board of Health. Building permit applications that fall under Title 5 authority must obtain pre-approval from the Board of Health. Deed restrictions will no longer be considered for new construction or sewage disposal systems more than ten years old. Any repair or replacement of a septic tank must take into account the Title 5 design flows for the existing dwelling and the potential upgrade of the leach field. Additional information and resources on nitrates in drinking water and the design life of a soil absorption system are also provided. The Town's amended Supplementary Sewage Disposal Regulations became effective on June 1, 2024.

Multi-Family Dwellings and Accessory Apartments (AA)

During the permitting of a proposed detached AA on Bedford Road, the Board was challenged with the Town's revised Accessory Apartment Bylaw which allowed for detached, new construction. It had to assess the environmental consequences of more than one household per lot as well as Title 5 regulations at the site in allowing for an AA. In managing this initial case, the Board and Planning Board agreed to work closely together on their AA expectations. The Board began discussing how it, along with the other Town land-use (LU) Boards, would protect water (and sewage disposal) while also allowing as many accessory apartments as possible under an amended AA Bylaw. This was in light of a proposed housing statute that would make it easier for homeowners to create accessory dwelling units (ADUs) on their residential properties. These commonly were called "in-law apartments". The new statute to be known as the Affordable Homes Act is meant to help with the growing housing needs across the State. It would allow Accessory Dwelling Units (ADUs) (<900 SF) to be *built by right* in single-family zoning districts in all communities.

MBTA Subcommittee

Board Member Tony Mariano represented the Board on the MBTA Communities Subcommittee. At weekly meetings, Mariano, along with other Town representatives, explored ways of meeting State-mandated requirements for Towns situated adjacent to MBTA transportation. He reported to the Board that the State demands that Carlisle must zone for 95 new units (5% of the town 2020 housing stock with 15 units/acre density). As a result, Mariano learned that Carlisle must allow for 1 or more units with 3 units or at least 2 duplexes. The requirement is by right, yet the Town was still permitted to conduct a site plan review and impose reasonable conditions. Mariano informed the Board that new zoning bylaws would be written to accommodate the MBTA guidelines. A zone can be of any size and located anywhere in town and can require 10% of the units to be affordable.

Ferns Country Store (aka Art's Specialties)

Since 9/1/24, Ferns Country Store has been leased by Artur Nergaryan who owns Art's Specialties. During an inspection of the premises, the Board found that food temperature settings were not monitored by the store's staff on an ongoing basis and that some staff were lacking ServSafe Certifications. Following an order by the Board, the staff had created temperature logs and everyone attained ServSafe Certification. Although Nergaryan leases the property, the Daisy family has owned it since 1929, and the family remains responsible for the condition of the septic system and well. Following evidence of E. coli and coliform bacteria found in the well a few years ago, the DEP had approved a water filtration system for the water supply. However, there had been a lapse in monitoring treatment when the property transferred from Matt Herweck and reverted to the Daisy family. As a result, the Board required the monitoring and sampling schedule to be put back on track and, following this, no problems were evident in weekly water quality monitoring. Evidence of a crack in the property's well indicated a new one would need to be drilled to replace it in the future, but it is not yet scheduled.

The Board also discussed the status of the ongoing cleanup activities with the Daisy/Culkins family, as related to the former gas station. The family had contracted with Cushing, Jammallo, and Wheeler to oversee cleanup activities. MTBE, a fuel component for gasoline engines, had been detected in surrounding private wells and evidence of petroleum products remain onsite. The site is on a Temporary Solution status pending further work. The Board received a Technical Assistance Grant to engage technical expertise to (1) inform Carlisle residents and town officials on the current response activities, (2) re-establish a Public Information Repository at the Gleason Library and (3) advise Carlisle center residents on water quality issues. AECOM was hired by the Board in July as the consultant for this project.

Benfield Farms

The FAST nitrogen-reducing system at Benfield continues to struggle in its operation due to two failures of the blower system. The sewage sampling results as evaluated by New England Engineering were disappointing. The Carlisle Affordable Housing Trust looked to the Board for assurance that the septic system was in compliance in order to release Community Preservation Act (CPA) funds to NOAH (Neighborhood of Affordable Housing), the owner of Benfield. The Board questioned whether the FAST system's inability to improve its discharge capabilities was attributable to equipment or lack of maintenance and/or sporadic monitoring of the system. Notably, the FAST system had missed the accepted discharge levels 30% of the time it was checked.

The Board realized a permanent solution should be required of NOAH, as well as Kent Oldfield, the system operator. A Notice of Violation that the FAST system was not in compliance with Title 5 was issued to NOAH. The violation notice mandated the situation with the underperforming system should be remedied and a timetable and schedule to increase monitoring frequency by Oldfield be presented to the Board.

Following his receipt of the violation notice, Oldfield took action to correct the faulty septic system with alarms and cameras to alert him of any emergency situations needing immediate action at the site. Oldfield also agreed to submit a plan describing new septic monitoring protocols the Board could approve. Following two favorable data sampling rounds from the septic discharge, the Board recommended to the Carlisle Affordable Housing Trust that CPA funds could be released to NOAH. A Certificate of Compliance for the upgraded septic system was not released in 2024. The Board continues to monitor the septic results at Benfield Farms.

Hazardous Waste Collection

The responsibility of managing annual hazardous waste collection was transferred from the Board to the Department of Public Works (DPW) in 2024.

HEALTHY CARLISLE

Board of Health COVID Mask Order

Michael Bush, et al. v. Town of Carlisle, et al. - the United States District Court granted the Town's motion to dismiss all claims against the Town and its various employees/officials, the First Circuit Court of Appeals Court affirmed the dismissal, and the United States Supreme Court denied the plaintiffs' petition for certiorari.

New Public Health Nurse

Tricia McGean was Carlisle's first Public Health Nurse (PHN) and responsible for developing many health-related programs, activities, and nursing services of great benefit to the Town. These included: Vaccination Clinics, a Mental Health First Aid Class for Town employees and community leaders, Stop the Bleed trainings, home visits for senior safety evaluations and health checks, and blood pressure clinics. During mid-2024, the Board learned McGean would be vacating her position since she wanted to pursue alternative personal goals.

In August, the Board welcomed Laura Duff as Carlisle's new PHN. Duff was a cardiology nurse for nine (9) years and worked for the last two (2) years in public health. In addition to working towards her Doctor of Nursing degree (a five-year program), Duff worked for Great Meadows Public Health Collaborative (GMPHC) of which Carlisle is a long-time member. One of her key projects for GMPHC was the "Hidden in Plain Sight" program which was designed to help caring adults recognize signs of substance use in youth and identify opportunities for meaningful conversations. Duff was assigned to work with the Board managing all the Town's healthcare initiatives going forward. She regularly works with Carlisle Police, EMS and the Council on Aging and Human Services (COAHS) to help residents with medical needs.

Vaccination Clinics

In October, the Board hosted a Flu and Covid Clinic, in conjunction with West Concord Pharmacy, providing vaccinations to Carlisle residents with a focus on those aged 60+, in

addition to a small number of town staff. Residents pre-registered with the help of the COAHS. With the help of Laura Duff, the Board's new PHN, and three (3) West Concord Pharmacy vaccinators, the clinic was a success and served 100 people.

Another Flu Vaccine and Covid Clinic was held in November by the Board during the Council on Aging and Human Services Senior Health Fair. At this clinic, vaccines were available to all residents aged 6+. 160 people attended receiving 95 doses of flu vaccine and 135 doses of COVID 19 vaccine. The Board continues to provide free COVID Test Kits to residents under a federally funded program.

Regional Public Health Initiatives

Since April 2021, Carlisle, along with its founding neighboring towns of Bedford, Concord, Lincoln, Weston, Sudbury, and Wayland, has participated in the Great Meadows Public Health Collaborative (GMPHC) funded under a Public Health Excellence Grant to strengthen local public health systems. Health Agent Linda Fantasia represented the Board at the monthly Directors meetings. Fantasia and Health Assistant Jennine Blum also participated in two (2) GMPHC training programs including sessions on Hoarding Training led by expert Lynn Faust, and a housing training program titled "Preparing for Court, Administrative Search Warrants, Condemnations", as well as a Narcan Certification Course, Green Burials Workshop, and a Health Equity Needs Assessment. GMPHC has also helped Carlisle with inspection services for Commercial Food Establishments and the Carlisle Public School.

Five of the GMPHC communities joined an Inter-Municipal Agreement to hire a Substance Use Prevention Coordinator funded by local Opioid Settlement Funds. The Coordinator, Olivia Dufour, was hired in November and has begun planning programs for the five communities. An Emerson Hospital Grant was received to conduct an Opioid Project workshop for residents.

In addition to GMPHC, Carlisle is also a member of the Central Middlesex Medical Reserve Corps (CMMRC). A First Aid training was attended by the Health Agent in June.

A number of "Healthy Carlisle" articles, prepared by Carlisle's PHN and GMPHC were published in the town newsletter, including updated COVID Guidance; Maternal Mental Health, EEE and Gun Safety. The Health Agent participated in a "Stay Safe, Stay Connected" video, speaking on the need for sheltering in place.

Housing Inspections

Health Agent Fantasia followed up on three housing complaints which resulted in issuing two Orders to Correct and one declaration of Housing Unfit for Human Habitation. Owners were advised by Fantasia and appropriate remedies were initiated.

Community Farm School (Clark Farm) Permitting

Fantasia oversaw the permitting of the Community Farm School at Clark Farm, an outdoor preschool program licensed by Early Education and Care. Since the outdoor school provides bottled water and portable restrooms, the Board was not required to approve well or septic system permits for the preschool program.

Municipal Vulnerability Grant

The Board of Health collaborated with the Planning Board and the consulting firm Horsley Witten Group (HWG) on the 'Climate Resilient Carlisle' initiative, aiming to make the Town more resilient in combating climate change. Together, they examined potential changes to the Town's bylaws and regulations, while also developing public education efforts to strengthen Carlisle, particularly in preparing for the effects of severe weather. A key focus of the Board is protecting groundwater in the face of severe storms, as the Town relies on individual wells. Prolonged drought conditions pose a significant risk to drinking water, so the Board emphasizes the need to consider shallow wells in future Town planning to mitigate the effects of climate change.

Eastern Equine Encephalitis (EEE) Threat

The Massachusetts Department of Public Health (DPH) contacted Carlisle's PHN in early September (9/5/24) to inform them that Carlisle's EEE Risk Level was "high" as cases were evidenced in Acton and Littleton. On Friday, September 6, 2024, the Board held an emergency meeting to discuss the threat of EEE. Following the meeting, the Board consulted the MA Arbovirus Surveillance Plan for recommendations for towns at High Risk for EEE. The plan's recommendations included (1) intensifying public education on personal protection measures, (2) avoiding outdoor activities during peak mosquito hours, and (3) utilizing multi-media messaging to notify residents to prevent mosquito bites. The Board posted warning signs on town fields, the Community Gardens, and on some conservation trails. It added a "health advisory" to the Town website, distributed it through Carlisle-specific social media outlets, and ran a press release about EEE.

The Board explored joining a Mosquito Control Program and invited Matthew Osborne of the MA DPH Arbovirus Surveillance Program to a meeting. The Board agreed to consider a Warrant Article to join a program at the next Town Meeting.

Board Member Changes

Cathy Galligan, who had served two terms on the Board, retired from it at the end of May. Galligan's deep expertise in public health and budgeting was extremely helpful to the Board and it wishes her all the best! The Board welcomed John Keating, who was jointly appointed by the Select Board and Board of Health as Galligan's replacement until the next annual election.

Board Members**Term Expires**

Patrick Collins, Chairman	2024
Tony Mariano, Vice-Chairman	2025
David Erickson,	2024
John Keating	2025
Jennifer Wall	2026

Health Department Staff

Linda Fantasia, Health Agent
 Jennine Blum, Assistant Health Agents
 Public Health Nurse
 Ralph Metivier, Pump and Well Inspector
 Gene Delano, Animal Inspector
 Matt Svatek, Animal Inspector
 Deb Toher, Field Driver/Animal Inspector

Consultant Services

Rob Frado, Technical Consulting Group
 Great Meadows Public Health Collaborative (GMPHC)

Select Board Liaison

In July, Kate Reid became the Select Board Liaison to the Board.

FY 24 Year End Summary of Board of Health Accounts and GrantsBoard of Health Operating Account #01519 –FY 24 Appropriated \$148,057

The beginning balance was \$148,057.00. The ending balance was \$15,870.00 returned to the General Fund (this was due to a vacant position). Additional General Fund Income: License fees and copies: \$5,807.00 (Hauler, Installer, Pump Installer Fees for FY24)

BOARD Special Articles: 01517.

- #52418 Disease Prevention: This account has been closed without a balance.
- #52421 Water Resource Protect: The FY 23 ending balance of \$5756.48 carried forward.

Board of Health 53E ½ Revolving Account #19309

The beginning balance was \$99,322.00. Income was \$57287.00. Expenses for contractual services were \$42,484.08 and wages were \$32,015.18. The ending balance was \$82,109.75. This reflects engineering, consulting and inspectional services paid for through fees.

Community Septic Loan Program (Carlisle no longer participates in the CSLP)

Title 5 Administrative Grant Account #19366

The beginning and ending balance was \$886.93. Funding provided by the state to offset staff costs for administering the Septic Loan Program.

Public Health Grants Account #19369 – (PHEP) Region 4AB:

There were no local community allocations Budget Period 1. PHEP provides \$26,989 in funding to the Central Middlesex Medical Reserve Corps.

Concord Carlisle Community Chest Grant #19346 - \$10,000 Award in 2020.

FY 24 beginning balance \$3642.07; expenses were \$300.00. Ending balance \$3342.07
Gun Safety Gift Card Event

Great Meadows Public Health Collaborative – Shared Services Grant \$447,064

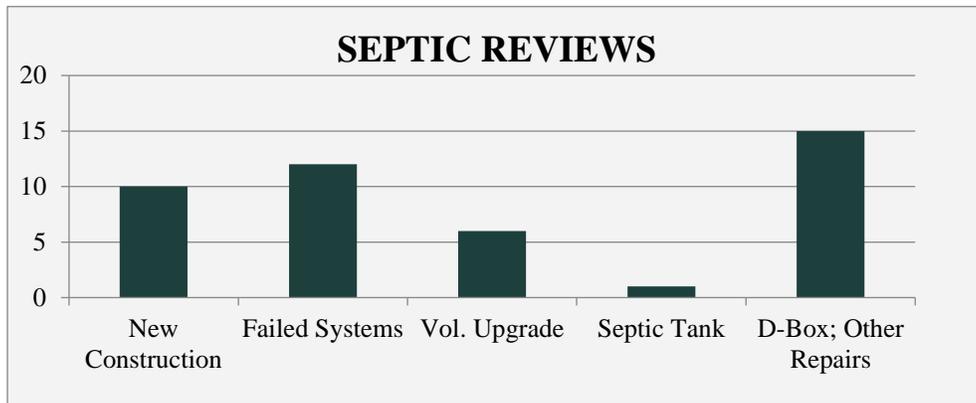
Staffing: FT Coordinator, 2 FT Sanitarian, PT Public Communications Specialist.

Contact Tracing/Case Investigation Grant – \$472,311

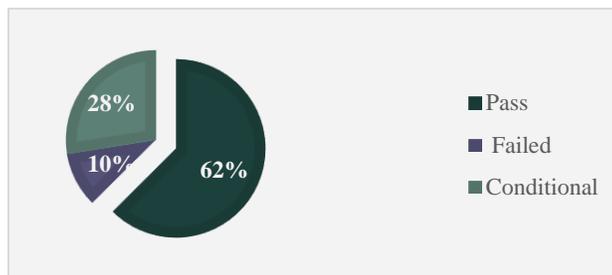
Staffing includes PT Grant Coordinator, FT Epidemiologist, FT PHN

2024 Septic Permit Approvals

Septic Plan Permits issued - 10 New Construction, 12 Failed Systems, 6 Vol Upgrade, 1 Septic Tank, and 15 D-Box inspections.



Title 5 Inspection: 40 Title 5 Inspections = 62% pass, 10% fail, 28% conditional



The Board's Pump and Well Inspector, Ralph Metivier, continued to provide invaluable and timely assistance to homeowners, builders, and drillers who needed to install or repair a well. Mr. Metivier oversaw 27 new well and pump installations, including geothermal wells, 1 irrigation well installment and 1 decommissioned well. No wells were repaired.

New Wells	Geothermal	Decommissioned	Irrigations/Fire	Total Fees:
16	9	1	1	\$6,645
Building Permit Applications Reviewed by Health Agent				84

Board of Health Statistics 2024

Food Establishment Permits	28
Churches	3
School	1
Residential Kitchens	0
Farmers Market	2
Retail Food Service	1
Ice Cream Stands	2
One Day Permits	19
Barn Inspections	75
Rabies Management	2
Licensing:	
Licensed Installers	21
Licensed Septage Haulers	13
Licensed Pump Installers	1
Licensed Rubbish Collectors	1
Vaccination Clinics	
Senior Clinic	100
General Public	160
Homebound Visits	3

DISEASE	STATUS	NUM_CASES
Borrelia miyamotoi infection	CONFIRMED	1
Cryptosporidiosis	CONFIRMED	2
Human Granulocytic Anaplasmosis	CONFIRMED	3
Human Granulocytic Anaplasmosis	PROBABLE	1
Influenza	CONFIRMED	26
Novel Coronavirus	CONFIRMED	51
Novel Coronavirus	PROBABLE	5
Campylobacteriosis	PROBABLE	1
Dengue Fever	PROBABLE	1
Lyme Disease	PROBABLE	21
Légionnaires Disease	PROBABLE	1

Priyanka



Priyanka, 4th Grade

Council on Aging and Human Services

Mission

The mission of the Carlisle Council on Aging and Human Services (COAHS) is to promote active aging by providing services, connections, and enrichment to residents ages 60 and older, and to offer social services and support to residents of any age.

Services

The COAHS provides outreach, social services, advocacy, information and referral, transportation, and programming to promote and support the emotional, intellectual, and physical health and wellness of seniors. The COAHS also provides social services, benefits assistance, nutrition support, home heating assistance, and emergency assistance to residents under 60 and families.

Funding and Oversight

The COAHS received financial support from the Carlisle town budget, the Friends of the Carlisle Council on Aging (FOCCOA), the Lowell Regional Transit Authority (LRTA), the Executive Office of Aging & Independence (EOAI), the Concord-Carlisle Foundation (CCF), and several awarded grants. We deeply appreciate the generosity of our community partners. The COAHS operates under the guidance of a dedicated volunteer Board.

Newsletters and Other Information Sites

Program Manager Myriam Fleurimond continued to provide a stellar newsletter in addition to supporting programming.

The COAHS has several sources for spreading the word about the programs and services offered. Every other month, the 12-page newsletter of the COAHS, *Carlisle Connection*, is published and mailed to all Carlisle households. One new feature is the “Spotlight,” which introduces a volunteer, employee or resident through an informal interview. Although the newsletter is mostly filled with activities of interest for older adults, we try to include a few items of interest for all. The online newsletter, Bits and Bytes, is published every Friday and contains updates of activities for the coming week as well as information about area events and useful information. You can access either of these newsletters on our website, carlislecoahs.org. The website lists activities and has information about services offered by the COAHS. We also have a Facebook page where we post pictures of recent events.

Programs and Activities

Attendance at COAHS social gatherings remained strong in 2024, with continued engagement in monthly congregational lunches held at Carlisle church buildings. Monthly breakfasts hosted at Town Hall alternated between men’s and women’s gatherings, fostering social connections.

Social groups thrived, with ongoing participation in the French Conversation Group, Community Book Club, and various craft workshops, such as basket weaving and holiday wreath-making. Residents also enjoyed interactive events, including a drum and rhythm circle, an introduction to didgeridoo music, and a virtual visit to Bryce Canyon.

Health and wellness programs covered a range of topics, including fall risk prevention, vascular disease, joint pain management, and vision changes with aging. Awareness presentations addressed scams prevention and long-term care planning. Fitness-related offerings included discussions on joint health and orthopedic concerns.

Technology education continued to be a priority, with popular classes on iPhone basics, Apple Watch usage, and video editing. Workshops also covered artificial intelligence, Windows 11 navigation, and advanced video techniques.

Cultural and intergenerational events were a highlight, featuring an art workshop at the Addison Gallery, musical performances, and storytelling sessions for grandparents and grandkids. Outings included visits to the Worcester Art Museum, Peabody Essex Museum, and Nashoba Winery. Theatrical performances such as *Newsies Jr!* and *A Christmas Carol* also drew interest.

Seasonal celebrations and social gatherings included ice cream socials, trivia events, and holiday-themed crafts. The year also featured unique experiences, from an alpaca farm tour to an exploration of Persian culture with a travelogue on Iran.

COAHS remains dedicated to providing a diverse range of activities that foster learning, wellness, and community engagement.

Transportation

Jennifer Gagne joined us as the new Transportation and Services Coordinator in December 2024. She has collaborated closely with the team to ensure a seamless transition and has been actively building strong connections with both our drivers and passengers. She is instrumental in ensuring the smooth and safe operation of our vehicles. We are grateful to have a team of dedicated, professional, and compassionate drivers who go above and beyond to meet the needs and preferences of our riders. Their hard work enables us to provide both local transportation and rides to medical appointments in Boston.

Health Clinics

Bi-monthly podiatry clinics in Bedford were subsidized by the Friends of the Carlisle COA, and blood pressure clinics were offered at Senior Moments and at some of the men's and women's breakfasts, and lunch events. The COAHS worked with the Board of Health to offer a flu clinic on October 4 at Town Hall. Number of Vaccinations Administered: 80 doses of high dose flu, 14 doses of standard flu, and 52 doses of Pfizer COVID-19 vaccine. 94-100 residents served in total. Laura Duff, our Public Health Nurse, provided vaccines to homebound residents.

In November, COAHS had its second annual Wellness Fair, which included 25 vendors – town departments and area agencies and businesses, as well as a vaccine clinic. The successful event was organized by COAHS, the Board of Health, and numerous volunteers.

Social Services

We were excited to have Kathleen Bond transition to the Social Services Manager role. She continued to work to establish relationships with community residents and has had a positive impact on our team with the many residents she sees on an ongoing basis. Bond provided social work services to residents with complex needs and conducted outreach to identify additional residents who may benefit from support.

The COAHS helped residents of all ages with applications for food and fuel assistance, provided summer camp scholarships, assisted with medical costs, and provided emergency financial assistance. We were able to provide gift cards during the holiday season to 86 households in financial need, including seniors, residents under 60, and families.

ARPA Grants

Continued service was provided thanks to the grants from the Carlisle American Rescue Plan Act (ARPA) Committee. The COAHS had the following ARPA grants in 2024:

Nutrition Support for Seniors in Need – COAHS partnered with Heart to Home Meals to provide high quality, senior-friendly meals, selected by participants and home-delivered on a weekly basis. In 2024 the program provided 1,967 meals to 15 individuals. In the future, annual grants will be used to pay for this program so it can continue once the ARPA funds are depleted, as it has a significant impact on households participating.

Online Mental Health Counseling Program – This program connected adults to online mental health services. Participants who meet financial eligibility requirements receive services for up to one year at no cost.

Rental Assistance for Seniors in Need – This program provides up to \$400 per month in rental assistance to seniors spending more than 30% of their income on rent. Almost half of the residents at Benfield Farms are participating in this program. This program was funded with ARPA funds as well as receiving support and funding from the Carlisle Affordable Housing Trust.

Senior Home Heating Assistance – This program received \$50,000 to provide supplemental heating assistance to 16 households in financial need to address the unusually high cost of fuel post-pandemic. Payments of up to \$3,000 were provided directly to heating vendors.

Volunteers

The COAHS is grateful to the many volunteers who provided 1,898 hours of service this year. We were pleased to hold a Volunteer Recognition lunch event in June at the

Congregational Church. Special thanks to Clyde Kessel, our dedicated SHINE volunteer. Clyde held a Medicare Open Enrollment presentation and provided individual counseling to many residents about Medicare. We are also grateful to Bob Supnik, who provides computer and technology assistance requested by seniors. Thank you as well to Maxine Crowther, COAHS Associate Board Member and Principal Production Volunteer, who produced the weekly Bits and Bytes newsletters which provide updates on COAHS and community activities and to Jane Lawson who assisted with monthly updates.

COAHS Statistics

Many seniors participated in multiple services and/or attended programs on a weekly basis. COAHS served 642 unique residents across all programs and services in 2024.

Category	Attendance	COAHS Service Statistics	
Community Education	78	Transportation (Rides)	2,237
Congregate Meals	311	Delivered Meals	1,974
Cultural Event	159	Medical Equipment	128
Fitness/Exercise	1,246	Social Work Services/Outreach	575
Health Education	14	Total	4,914
Health Screening	239		
Nutrition	775		
Programs	320		
Programs/Services	52		
Recreation/Socialization	1,257		
Senior Poetry	38		
Support Group	28		
Total Event Attendance	4,517		

COAHS Staff

Director: Carol Grueneich

Program Manager: Myriam Fleurimond

Social Services Manager: Melissa Roman (through July 2024); Kathleen Bond

Transportation and Services Coordinator: Kathleen Bond (through August 2024);

Jennifer Gagne

Drivers: Carl Cline, Lois Hartley, Dick Russell, Dana Smith, Emily Stewart, Steven Haddad, and Sharon Brown

COAHS Board of Directors

COAHS board members provide support, guidance, and insight through monthly meetings and regular communication. Thank you to the following members who served during the calendar year 2024:

Toni McBride, Chair
Mary Cheever, Vice Chair
Elisabeth Bojarski, Treasurer
Abha Singhal, Secretary
Verna Gilbert (Associate)

Jerry Lerman
Ann James
Ann Quenin
John Ballantine
Amy Livens

Maxine Crowther (Associate)
Charlie Cox (Associate)
Dan Barlow (Associate)



Julia, 8th Grade

Gleason Public Library

Gleason Public Library Mission Statement

The Gleason Public Library facilitates life-long learning and growth for all community members through free access to materials and services; collaborative partnerships; and opportunities to engage and learn from one another.



Strategic Plan for FY2026 to FY2030

In 2024, the Library created a new strategic plan to guide its path for the next 5 years. Four priorities emerged from an extensive community engagement and planning process, led by consultant Ruth Kowal and Library Director Martha Feeney-Patten.

1. Foster connections and community

We support and strengthen the community by fostering social cohesion and cultivating opportunities for Carlisle residents to come together through shared spaces, resources, programs, and events (both in person and virtually) that inform, educate, and entertain.

2. Reimagine access

We continually review and analyze how our collections, programs, spaces, and services are used in order to identify opportunities to enhance our offerings. As a community resource, we commit to providing spaces, collections, and experiences that are welcoming, safe, and respectful of the Carlisle community. We are a place where everyone belongs.

3. Inspire minds and enrich lives

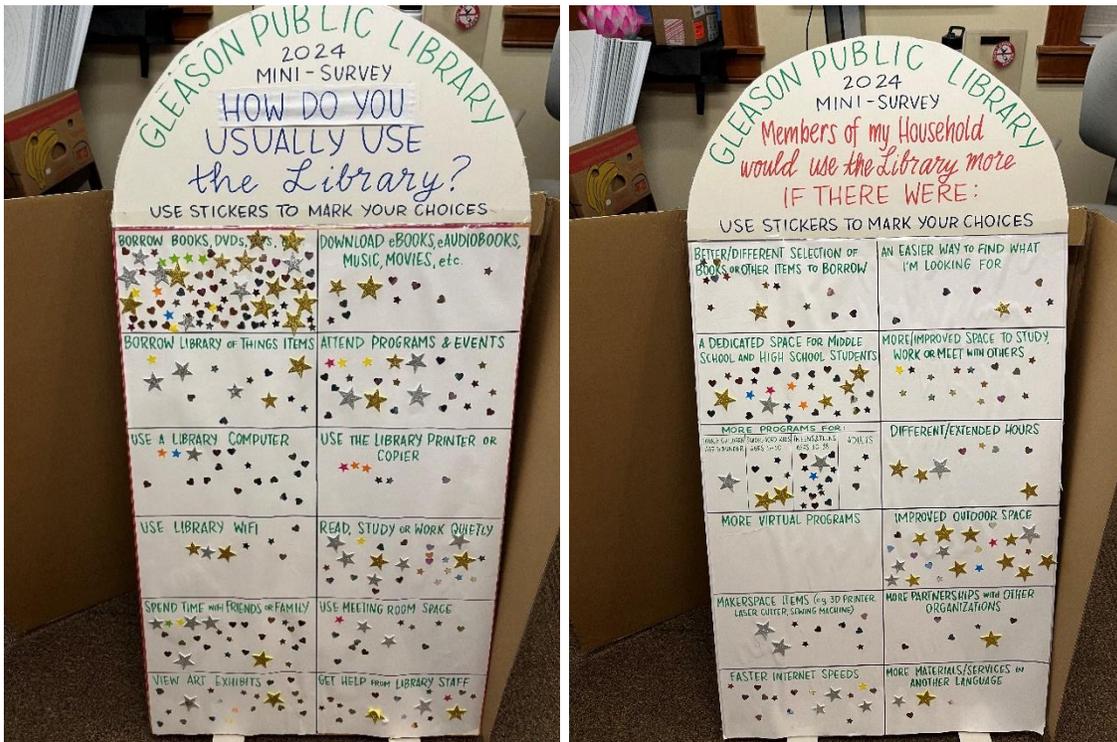
We reaffirm our commitment to fostering learning, personal growth and discovery. We celebrate the cultural and intellectual vitality of our community and serve as its center for arts and culture.

4. Focus on our future

We are committed to continual improvement and renewal, providing excellent customer service that responds effectively to the changing needs of our community.

Representatives from the community (Jenny Hart and Kelleen McGee), Library Trustees (Kaitlin Waterson), Friends of the Library (Maxine Crowther), Teen Advisory Board (Helen Sutton), and Library Staff (Jennifer Pike) formed the core Planning Advisory Group, and community members and Library staff were invited to focus groups. Altogether about 50 individuals, ranging in age from 18 months to 80+ years, provided detailed input on their hopes and aspirations for Carlisle and how the Library could help support those aspirations.

Rather than a traditional survey, the planning group gathered broad public input via two “survey boards”, pictured below.



The Gleason is greatly indebted to the Planning Advisory Group, the people of Carlisle, and our staff for their contributions to the planning process and for their ongoing support of the Library.

The full plan is available for download at <http://gleasonlibrary.org/planning>

General Services

The Gleason maintained a wide range of established services, including access to about 43,300 locally held books, audiobooks, music CDs, DVDs, periodicals, and equipment, 82,600 downloadable ebooks and e-audiobooks, and three million items via membership in the Merrimack Valley Library Consortium (MVLC). The Library also provided access to computers, printing, online research databases, and the Internet.

2024 saw the Gleason’s highest circulation in 10 years, with digital circulation soaring 25.6% higher than the prior year, and physical items up 1.3%.

The most-circulated books of the year for adults included *The Covenant of Water* by Abraham Verghese, *The Women* by Kristin Hannah, and *North Woods* by Daniel Mason. The most popular DVD was *Oppenheimer* and the most-used children’s book was *The Wild Robot*.

GLEASON PUBLIC LIBRARY

2024 RECAP

24 WRAPPED - 2024 WRAPPED - 2024 WRAPPED

TOP ADULT BOOKS

- Abraham Verghese: *The Covenant of Water*
- Kristin Hannah: *The Women*
- Daniel Mason: *North Woods*
- Ann Patchett: *Tom Lake*
- Ann Napolitano: *Hello Beautiful*

TOP FEATURE MOVIES

- Oppenheimer*
- Dune*
- Notorious (Criterion Edition)*
- The Holdovers*
- Indiana Jones and the Dial of Destiny*

TOP KIDS' CHAPTER BOOKS

- Peter Brown: *The Wild Robot*
- James Ponti: *Framed!*
- Katherine Applegate: *Dogtown*
- Jeff Kinney: *The Deep End*
- Rebecca Stead: *The Lost Library*

TOP PICTURE BOOKS

- Diana Murray: *Unicorn Night*
- Greg Pizzoli: *The Book Hog*
- Mo Willems: *Don't Let the Pigeon Stay Up Late*
- David Ezra Stein: *Dinosaur Kisses*
- Julie Leung: *The Truth about Dragons*

And we're just getting started.

Thank you for being an incredible community!

Collections and Services Updates

- Decodable Reader collection supporting early literacy and updated school curriculum.
- 36% reduction in wait times for e-Books and e-Audiobooks thanks to a new “Overdrive Advantage” program for purchasing extra copies.
- “Library of Things” additions included: under-desk elliptical and other fitness equipment, moisture meter, badminton set.
- A new MVLC Mobile app launched, presenting a more modern and user-friendly interface.
- Online account renewal offered more convenient access for continuing patrons.
- Updated borrower registration policies and procedures provided smoother access for new patrons, including full privileges for online ecard registrants and streamlined non-resident registration.

Program Highlights

A lively lineup of programs included weekly story times, monthly book groups for all ages, presentations on art, music, travel and other topics, Early Release Day movies, teen crafts and weekend reading kits, and more. Programs were primarily coordinated by Jenn Buliszak (Children’s and Intergenerational Programming), Tahleen Shamlian (Teen and Children’s), Jennifer Pike (Adult), and Martha Feeney-Patten (Adult), with assistance from other staff members and volunteers.

January kicked off with a Winter Reading Challenge¹ for all ages, completed by 95 participants, and an intergenerational Hula Hooping program with Wild Kat Hoops^{1,2,3}.

In February, Zhonghe (Elena) Li taught attendees about the Ancient Art of Chinese Paper Cutting⁴, and kids created their own cardboard box cars for a “Drive-In Movie Night”¹.

April saw two new events: a Short Story Contest^{1,4} planned by the Friends of the Gleason Library and Gleason staff, and a Craft Supply Swap coordinated by Jenn Buliszak, Sinead Sinnott, and Jennifer Pike.

In May, the Library held their first-ever car show as part of the “Art of the Automobile” art exhibit, and participated in Carlisle’s first all-ages Pride Festival^{1,2,4}, with keynote speaker Gregory Maguire. The Piti Theatre Company performed *To Bee or Not To Bee*⁴ on the Library Lawn, and a special story time visited baby piglets at Clark Farm¹.

In June, local author Kay Hurley launched her book *Lichenpedia*, and the “Read, Renew, Repeat” Summer Reading Program kicked off with an Ice Pop Party¹.

Summer performers included Teddy Bear Picnic with Julie Stepanek¹, Drum & Rhythm Circle with Otha Day^{1,2,3,4}, Shark Tagging & Tracking with the Atlantic White Shark Conservancy⁶, Strega Mama story times¹, Stacey Peasley^{1,3,4}, the BackTrack Band^{1,2,3,4}, and Didgeridoo Down Under¹.

Library staff coordinated summer crafts on the lawn¹, stuffed animal story times¹, a StoryWalk¹, book bingos¹ for young and old, reading raffles¹, and other fun activities.

Participation in the Summer Reading Program was strong, with 976 program attendees, 202 Book Bingos and 130 Bingo Blackouts completed, and 131 Reading Raffle participants logged 141,105 minutes read.

Fall programs included a Grandparent/Grandchild Story Time^{1,2}, a Musical Instrument Petting Zoo^{1,3}, the return of music lecturer Richard Travers^{1,2}, a Secret Pizza Party with Strega Mama¹, a Night Sky Paint Night¹, and a Stargazing Party^{1,3}. The Great Pumpkin Spectacle¹ featured Spooky Stories with Tony Toledo in its 41st year.

December's programs wrapped up with Copper Ornaments¹ for adults, Felted Gnomes¹ for tweens and adults, and Gingerbread House Workshops¹ and a Holiday Sing-Along with Steve Blunt¹ for families.

2024 Art at the Gleason exhibits:

Natural Histories: Joomchi Technique Paper Art by Max Payne & Fiber Sculptures by Louise Berliner

Art of the Automobile: stylized photographs of vintage cars by Steve Edson and an amazing vintage spark plug collection from Jim Roberts

CPS Student Show

Carlisle Biodiversity as seen through the lens, hosted by Judy Asarkof, Kay Hurley, and Joeth Barlas

Texture, Color, Fire: Ceramics by Tucker Nuzum-Clark

Renovation Project and Capital Campaign

The Gleason Public Library Endowment continued a capital campaign to raise the projected \$2.3M cost for an interior renovation. By year end, over \$2M was committed, including private donations and grants awarded, with \$1M cash in hand. Special fundraising events included Library Mini-Golf in January, an Adult Spelling Bee in March, and Books and Brews in October.

The Library Building Committee (LBC) was appointed, including: Christine Stevens (Chair), Karen Gettings (Trustee liaison), Bill Risso (MFC liaison), Suzanne LeBlanc, Gregory Felch, Ryan McLane (non-voting ex officio member), and Martha Feeney-Patten (non-voting ex officio member). The LBC conducted a procurement process for an Owner's Project Manager and recommended CMS of Marlborough, MA.



Lobby – Proposed



Teen Area – Proposed



Reading Room – Proposed



Conference Room – Proposed

Building & Grounds

In 2024, facilities maintenance moved further towards centralized management by the Town Facilities Director.

No major building projects or repairs were undertaken. Thanks to a Green Communities grant received by the Town, additional weatherization was added to exterior doors. Planning was conducted for future work on HVAC units and the Library elevator.

Personnel

Circulation Assistant Kathleen Taffel retired after almost 5 years at the Gleason. Library Assistants Bárbara Carrera and Rebecca Bromark also moved on this year.

Joining the team were Circulation Assistants Cheryl Kelly and Cassidy Wenstrom, and Reference Assistant Julianna King.

Staff professional development included Mass. Library Association conference, Women Leading Government Conference, Association of Rural & Small Libraries conference, and trainings in CPR, Cybersecurity, and Harassment and Discrimination Prevention.

Library staff expanded their community outreach at events including the COA Women’s Breakfast, COA Luncheon, Carlisle Garden Club Seed Swap, Read Across America Day, Route to Sustainability Day, Carlisle Family Connection Story Time, CCHS Volunteer Fair, PTO Trunk or Treat, and the COAHS Wellness Fair, as well as visiting the Carlisle Public School and local preschools.

Support & Collaboration

The Gleason could not offer the range and quality of services we do without ongoing support from the community as a whole. The Library staff is greatly indebted to the following:

Friends of the Library: The Friends continue to support the Library with funding for special events and services. Donations from 250 members supported a variety of museum passes, many special events, and technology enhancements. The Friends fundraised through their annual membership drive, pop-up book swaps, and an Old Home Day Book Swap. Their annual meeting in November featured a Nutcracker reading/performance for children by members of the Commonwealth Ballet Company.

Volunteers & Senior Tax Program: In addition to the Friends, dozens of volunteers and tax workers donated their time and energy in 2024. Volunteerism and the involvement of Senior Tax Workers kept the Library rolling by helping with shelving, cleaning, displays, programs, landscaping, marketing, and completion of special projects. Additionally, the Library Trustees and other committees and groups, including the Art at the Gleason Curators, donated countless hours of their time to keep the Gleason operating. Altogether, about 850 hours of work were contributed by 51 volunteers, board members, Friends, and Tax Workers.

Other Organizations: The Library continued and expanded successful collaborations with other town departments and community organizations including the Carlisle Council on Aging and Human Services, Carlisle Recreation Department, Carlisle Public School, Environmental Sustainability Committee, Carlisle Cultural Council, Carlisle Conservation Foundation, Carlisle Garden Club, Gleason Knitters, Carlisle Boy Scouts, and Carlisle Fire Department.

Library Statistics*

Hours open per week:

September-June:	55
July-August:	51
Items owned (physical):	43,295
Items owned (downloadable):	82,630
Items provided by other libraries:	15,580
Items provided to other libraries:	22,790
Registered Carlisle patrons:	3,288
Total direct physical circulation:	86,292
Digital circulation:	11,167
Usage of electronic subscriptions (databases, e-magazines, etc.):	52,886
Number of visitors:	68,526
Number of reference transactions:	3,371
Meeting room uses by the public:	256
Public computer sessions / Wi-Fi sessions:	2,704 / 21,400
Number of programs / attendees:	255 / 4,612

Library Staff

Director: Martha Feeney-Patten

Assistant Director/Head of Technology: Jennifer Pike

Children's Librarian: Jennifer Buliszak

Staff Librarian: Tahleen Shamlan

Reference Assistants: Joseph Sorrenti, Julianna King

Head of Circulation: Jane Iwanowicz

Library Assistants: Claire Gordy, Cheryl Kelly, Helen Lyons, Ellen Royalty (substitute), Deena Scaperotta (substitute), Sinead Sinnott, Alexa Skrivanek, Cassidy Wenstrom

Assistant to the Director: Seema Peterson

Custodians: Dan Brainard, Dan Flannery

Library Pages: Claire Beckley, Mia Kablotsky, Chen-An Lin

Board of Trustees

Karen Gettings, Treasurer

Term expires 2026

Christine Lear, Secretary

Term expires 2027

Kaitlin Waterson, Chair

Term expires 2025

Submitted by Martha Feeney-Patten, Library Director.

*Data in this section is based on FY2024 (July 2023-June 2024) as reported to the Massachusetts Board of Library Commissioners.

Endnotes denote sponsorship/co-sponsorship by the following organizations:

¹Friends of the Gleason Public Library ²Carlisle Council on Aging and Human Services

³Carlisle Recreation Department ⁴Carlisle Cultural Council

⁵Carlisle PTO DEICAC ⁶Susan Zielinski Natural Science Fund



Callum, 2nd Grade

Department of Public Works



January began with the season's first major storm, resulting in over a foot of snow and downed trees and power lines throughout the town. This event kept us busy clearing trees and chipping brush throughout January and into February.

In March and April, we put the finishing touches on our two-year paving program while implementing a new five-year paving program, set to begin in the summer of 2025. Additionally, we performed significant road maintenance, including resurfacing sections of roadway and addressing trouble spots across the town. Several drainage issues were also repaired. Street sweeping commenced in early April and continued through late June.

In late May, a culvert collapsed on Route 225 (Westford St.), requiring emergency repairs. Steel plates were installed to ensure traffic and pedestrian safety while the engineering and design teams assessed the situation. Additionally, in May, we conducted an emergency repair of a compactor at the transfer station.



June, July, and August were also busy months. Two new committees were formed. In July, the Cemetery Task Force was established to oversee potential expansion and

digitization of cemetery records and internments. The reformed Safety Committee (formerly the Traffic and Pedestrian Safety Committee) focused on addressing problem areas throughout the town requiring additional signage or markings for pedestrian and vehicle safety. This committee is also exploring a Complete Streets program, aimed at adding needed sidewalks to various destinations throughout the town. In July, the second year of our two-year paving program was executed, including the paving of School St., Church St., and several other roads.

In August, we began a major culvert repair on Westford St. This two- to three-week project was completed successfully, yielding excellent results that will provide long-term benefits until a more permanent solution is engineered.

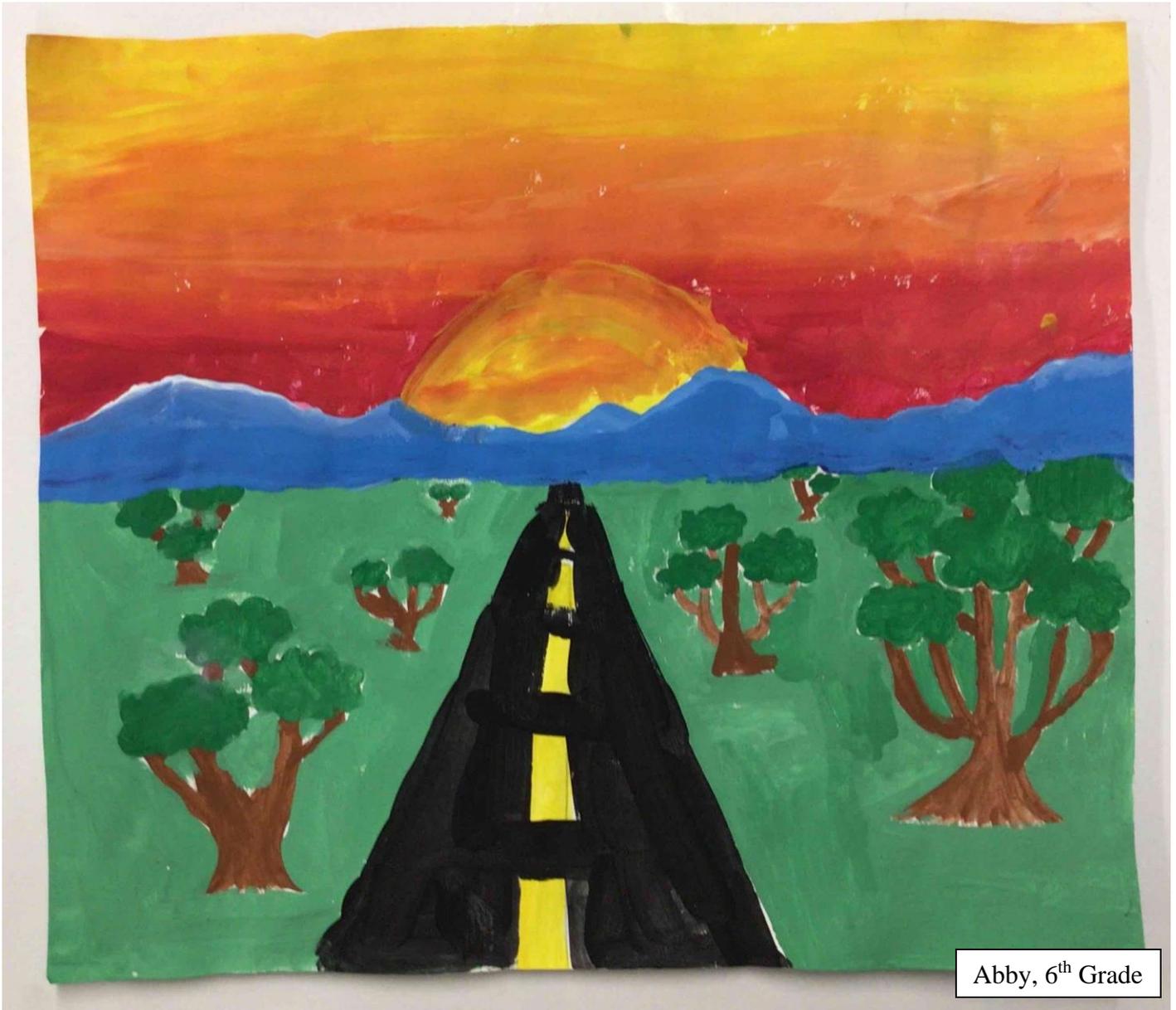
In September, two major guardrail projects were initiated—one on Curve St. and one on Maple St., both of which were completed by the end of the month.

The months of September, October, and November were filled with fall cleanups, equipment preparation for the upcoming winter, and restocking our inventory for both road and vehicle maintenance. Additionally, we held the Household Hazardous Waste Day event on the evening of October 24th. We worked with a new vendor, Trident Environmental, and prepared for approximately 100 cars, based on documentation provided by the Board of Health. More than 135 cars were processed, and more were turned away as we had reached capacity. Three 55-gallon oil drums of waste motor oil, thought to be contaminated with PCB in 2020, were tested by Trident. They discovered none of the drums contained PCBs and one contained poly sheeting and rags. All three drums were disposed of through Trident.

Finally, in December, we added two new vehicles to our fleet: a new sander and a new one-ton truck, both equipped with plows to ensure timely and efficient snow management.

Submitted by
JAMES HALL,
DPW DIRECTOR





Abby, 6th Grade

Fire Department



The Department responded to fire, safety, and medical emergencies with a well-trained and effective on-call membership.

This year, Carlisle experienced two major fires. While we are deeply saddened by the losses suffered by the affected families, we take pride in our ability to efficiently extinguish the fires. We remain committed to continuous training, particularly in water supply operations. The system designed by our predecessors has proven invaluable, allowing us to effectively deliver water to even the most remote homes, despite the challenges posed by long driveways and the absence of fire hydrants.

We had an increase in call volume this year. We continued to research and prepare for the extreme weather conditions that appear to be our future. In the beginning of the year, we experienced flooding conditions and power outages that required a response. In the fall there was an extreme drought condition in Massachusetts. We were fortunate that residents of Carlisle recognized the danger and were very careful not to start any fires. We could hear radio traffic from other towns as they had to enforce burning bans. We had very few of those calls and did not have any brush fires in Carlisle during the drought.

However, there were numerous 100+ acre wildfires outside of Carlisle and our department responded to several as part of Fire District 14's Forestry Strike team as well as the district's Tender Strike Team. Because of our high risk for brush fires, we are well



equipped and well trained in extinguishing these fires and this was very evident when we responded to these regional events.

Medical response has become a central focus of the Department's service to the citizens of Carlisle. We are fortunate to have been able to staff our second ambulance whenever needed. Additionally, we are grateful to have Lt. Newman continue to lead our EMS service, providing state-approved training for our team members. In addition to emergency transportation, we have also been able to support residents living at home with chronic medical conditions.

The department had the privilege of participating in the celebration of Chief Robert Koning's life. Chief Koning led the department through a very transformational period, including the introduction of emergency medicine and our current apparatus model. During this time, he was a leader in our area for fire-based EMS and was early to recognize the need to assist first responders after critical incidents. His work with Chief David Flannery in this area led to the founding of the Critical Incident Stress Team for our area.

We would like to recognize Firefighters Leif Hanson, Kent Smack and Jeffrey Perkins on their completion of the Firefighter I and Firefighter II certification at the Fire Academy in Stow. This is the same level of certification that career firefighters attain. We were pleased to welcome new members Bjorn Hanson, Willis Harte, Eric Kidder, Colin King, Maddie Smack, Brendan Smith, Christopher Waggett, and Charles Webber to the Department. It is only through the dedication of members of our community to serve in this way that we can continue to provide the dynamically staffed department that has served us so well. Please reach out to a member of the Department if you have any questions about joining.

We would like to thank the members who retired this year for their service to the Town. These include Kim Donovan who served as an EMT as well as the administrative assistant, firefighter Matthew Paze, Firefighter/EMT Curt Peredina, Firefighter/EMT Frank Sargent (25 years), and EMT David Ziehler.

We are very fortunate to have an experienced fire investigator, Lloyd Burke, in the Department. For several years, he has investigated Carlisle's fires and insurance companies have been very impressed with the clarity and detail of his reports. This year he has become very active in our Fire District, assisting other towns with their investigations and reports.

The Department has continued the work to move our reporting to industry standard software. This year we moved our medical reporting to software that has allowed for better quality control and accuracy as well as improved the workflow for our EMTs.

In closing, a fire safety message for the community is that now that houses are tight and the fire load in houses is so much higher, fires tend to be oxygen starved. If you have a fire or suspect one, if it is possible to leave the fire area closed up until the crews arrive and are ready to extinguish the fire, there is a greater chance to save both lives and property.



FIRE and EMS STATISTICS

Call Type	Count
EMS	344
Detector Malfunction, False Alarm	56
Unintentional Detector Operation	45
Electrical Problem	19
Public Service/Assistance	158
Medical Assist	32
Water Problem	8
Smoke Investigation	13
Flammable Liquid or Gas	13
CO or Chemical Hazard	11
Service Call	4
Natural Vegetation Fire	8
Cancelled	20
Good Intent	3
Standby: EMS or Fire	7

Structure Fire	3
Water Rescue	2
Other	22
Total	772
Mutual Aid Given	33

EMS Calls	344
EMS Transport	241
ALS Dispatched	159
ALS Treat/Transport	64

Emerson	130
Lahey	94
MGH	6
Lowell General	3
Other	8

FIRE DEPARTMENT MEMBERSHIP



Officers:

Bryan Sorrows, Fire Chief/EMT
Matthew Svatek, Deputy Chief/EMT
Robert Koning, Captain
David Newman, Lieutenant/EMS
Coordinator
John Bernardin, Lieutenant

Engine Operators:

Lloyd Burke, EMT, Fire Investigator
Tom Bishop, EMT
Ken Cole, EMT
Mark Gibson
Matthew Herweck
David Moseley
John Richardson, EMT
Richard Sibley
Kent Smack, EMT
Ryan Strazzere

Firefighters:

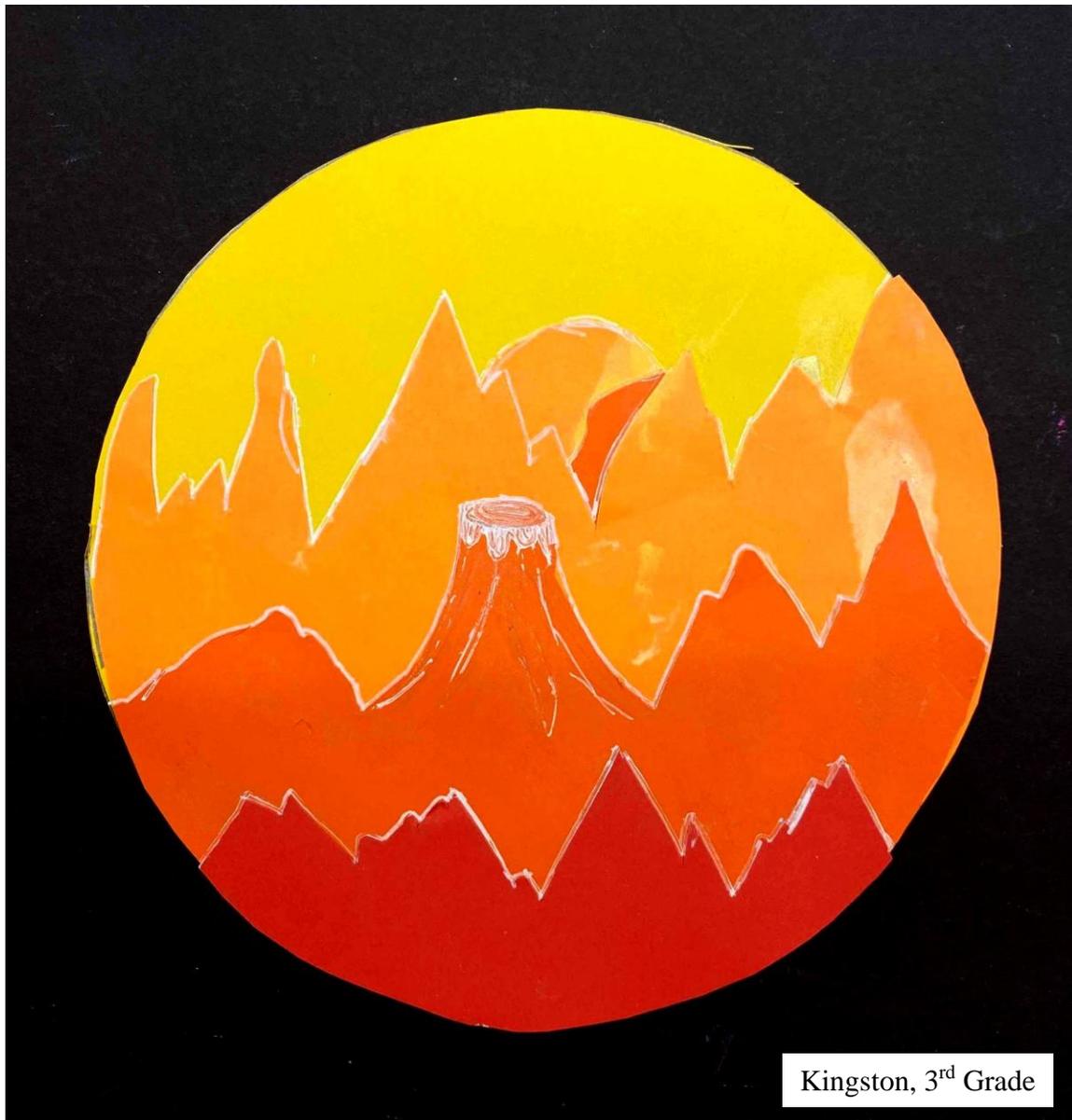
Tucker Bailey
Randall Briggs
Jeff Dike
Steven Frey
Bjorn Hanson
Leif Hanson
Willis Harte
Deborah Kablotsky, EMT
Colin King, EMT
Jeff Perkins, EMT
Seth Perry
Grace Schneider, EMT
Brendan Scurlock, EMT
Brendan Smith
Warren Smith
Katherine Sorrows, EMT
Douglas Stevenson Jr, EMT
Beth Wojtas
Christopher Waggett, EMT
Charles Webber, EMT

EMTs:

David Canavan
Anna Kolchinsky
Arthur Levine
Anne Mulgrew
Burt Rubenstein
Maddie Smack
Catherine Stevenson

Staff:

Kim Donovan, Admin Assistant
Anthony Geanisis, Fire Prevention
Robert Dennison, Training



Kingston, 3rd Grade

Police Department

This report details and recognizes the progress, achievements, and professional accomplishments of the Carlisle Police Department for the year 2024. It also outlines the statistics for response calls for the Department.

The mission of the Carlisle Police Department is to provide professional police service in partnership with the community through mutual respect and cooperation. The Department takes a proactive approach to deterring and solving crime.

In 2024, the Department utilized progressive policing models, Community Policing concepts, Mental Health Intervention, and Problem-Solving strategies to respond to incidents and engage with the Carlisle Community and external partnerships. Despite fluctuations in our staffing levels due to new hires, we maintained a team of twelve (12) full-time sworn officers and four (4) part-time sworn officers, all dedicated to delivering exceptional policing services to the residents, visitors, and the business community in Carlisle. Our Department also benefits from the expertise of four (4) retired police officers who serve as Traffic Safety members and assist with Town traffic needs.

Overall, there were increased animal complaints, arrests, larceny reports, domestic disputes, mental health calls, and property-related offenses. The Town continued to see an increase in mental health responses and traffic complaints, and the Department continued to work with community members by creating a traffic safety enforcement campaign. The number of arrests, ID theft reports, and accidents increased from 2023 to 2024. At the end of 2024, Carlisle Police logged 12,808 calls for service.

Our officers actively collaborated with numerous community partners, including the citizens of Carlisle and various other town departments. We value our partnerships with the Communities for Restorative Justice (C4RJ), Domestic Violence Services Network (DVSN), and the Northeast Massachusetts Law Enforcement Council (NEMLEC), as they enable us to provide comprehensive and effective policing services.

Police department members continued to receive various training throughout the year, including Annual Use of Force and Firearms Training. Officers also attended the annual In-Service training as mandated by the Massachusetts Municipal Police Training Committee (MPTC). Members received specialty training in various areas, including but not limited to Taser Instructor, Firearms, NEMLEC SWAT Team, NEMLEC Critical Incident Stress Management, and Juvenile and Mental Health Training.

The Department's Police K9 Unit consists of one Community Resource Dog. This past summer, the dog completed tracking and search and rescue training. K9 Athena is now a certified Search and Rescue dog and has been called out by neighboring towns as well as ours to assist with missing children.

The Carlisle Police Department recognizes that some citizens struggle with mental health challenges. In response, the Department has made significant strides in this area, including the creation of its first “At-Risk” meeting. This meeting, which collaborated with the CFD, COAHS, and public health nurse, discussed individuals in need of services and ensured that information is shared in a multidisciplinary team approach. This collaboration provides individualized assistance to those members of the community, making them feel cared for and supported.

Respectfully Submitted,
Chief Andrew Amendola



Paige, 8th Grade

STATISTICS

Calls	2023	2024
Accidents	69	80
Alarms	274	252
Animal Complaints	121	178
Assault & Battery	4	6
Sexual Assaults	1	1
Breaking & Entering – Residence	3	1
Breaking & Entering – Vehicle	1	0
Court Activity:		
Arrest/Summons	34	103
Citations	172	171
Warnings	922	393
Restraining Orders	13	6
Disturbance Calls	14	11
Domestic Disputes	14	9
Property Checks – House	2016	1544
Property Checks – Town & Business	9746	6757
Larceny – General	19	23
Larceny – Motor Vehicle	0	0
Larceny – Identify Theft	18	23
Liquor Violations	5	1
Drug Violations	0	0
Log Entries	15753	12808
Missing Persons	5	8
Motor Vehicle Stops	1039	673
Mental Health Responses	3	10
Suspicious Activity	216	264
Obscene/Harassing/Scam Phone Calls	5	15
Traffic Complaints	96	245**
Car Seat Installations	0	2

****Includes both Traffic Complaints and reported Traffic Hazards for 2024**

POLICE DEPARTMENT ROSTER 2024

FULL TIME OFFICERS

Andrew Amendola	Chief of Police
Andrew Booth	Deputy Chief
Stephen Mack	Sergeant
Kerry Baxter	Sergeant
Christopher Arguoyan	Sergeant
Michael Fauteux	Detective
Paul Smith	Patrol Officer
Andrew Corwin	Patrol Officer
Taylor Collins	Patrol Officer
Eric Koukos	Patrol Officer
Dean Barbera	Patrol Officer
John Ryan	Patrol Officer

PART-TIME OFFICERS

Royce Taylor IV
William Burgess
Gregory Balzotti
Richard Tornquist

ADMINISTRATIVE ASSISTANT

Susan Carrier

TRAFFIC SAFETY

Steven Otto
Thomas Whelan
Richard Hodgson
Mark Schofield

Brooklyn



Recreation Commission

CARLISLE RECREATION COMMISSION TOWN REPORT - 2024

The Recreation Commission (RecCom) oversees recreation fields, facilities, and programs for Carlisle residents of all ages. RecCom works closely with the Carlisle Public School, local sports programs, and community organizations to provide a variety of recreational opportunities.

In 2024, the Recreation Commission prioritized accessibility, inclusion, and facility improvements. Notable accomplishments included the launch of inclYOUision Sports, A+ Karate, collaboration efforts with surrounding towns on adaptive programming, accessibility upgrades at Diment Park, and the near completion of the Carlisle Dog Park.

Commission Members & Leadership

As of July 2024, the Recreation Commission consists of:

- Courtney Bittelari (Chair, appointed July 2024)
- Adam Cotton (Vice Chair, appointed July 2024)
- Scott Jamison
- Sarah Wengert
- Meredith Bielecki

The Commission employs a Recreation Director, Holly Mansfield, who leads program development, facility management, scheduling, and community engagement (*January–December minutes*).

The Recreation Commission also collaborates with several town committees, including the Planning Board, Finance Committee (FinCom), Community Preservation Committee (CPC), Animal Control Committee, Trails Committee, Council on Aging and Human Services (COAHS), Library, and the Carlisle School Committee (CSC).

Year in Review

The Recreation Commission held monthly meetings throughout 2024 and made significant progress in accessibility improvements, inclusive programming, and facility upgrades.

Top Priorities in 2024:

- Expansion of adaptive and inclusive recreation programs, including the launch of inclYOUision Sports, A+ Karate, and collaboration with surrounding towns to offer adaptive programs.
- Diment Park surface accessibility improvements, invasive plant removal, and planning for future renovations.

- Completion of the Carlisle Dog Park, with a planned grand opening in Spring 2025.
- Major maintenance efforts at Banta-Davis and Spalding Fields including track resurfacing and invasive species removal.
- Long-term planning for Pickleball expansion, including new equipment and potential court development.
- HVAC and infrastructure upgrades at the Brick Building, ensuring continued use for recreation programs.

Existing Fields and Facilities

Currently, the Recreation Commission **schedules and maintains:**

- One 50/70 baseball diamond, one softball field, and two multi-purpose fields.
- Two playgrounds (Diment and upper Banta), an asphalt running track, two tennis courts, a beach volleyball court, and a fitness cluster.
- The Brick Building is used for after-school programs, meetings, and community events.

Fields & Facilities Maintenance

- The Recreation Commission oversees contracts for field fertilization, pest management, and mowing.
- Continued efforts focused on rotating field usage to prevent overuse and maintain playing surfaces.
- Diment Park received extensive poison ivy and invasive plant removal, completed in multiple phases throughout the year.

Fields & Facilities Enhancements

- New seating/benches planned with a Boy Scout for Banta-Davis Fields.
- CPA funding requested for track resurfacing at Banta-Davis.
- Restoration of the historic Spalding Baseball Field was initiated, in partnership with the Historical Society.

Specific Updates on Fields and Facilities

Banta-Davis Recreation Area

- The Rory Bentley Fitness Cluster was refreshed to improve usage and accessibility.
- Finalized plans for a dedicated Dog Park, with construction completed in Fall 2024 and a grand opening expected in Spring 2025.

Dog Park

- The Stanton Foundation provided a \$250,000 grant to cover construction.

- ADA-accessible pathways and seating were installed, ensuring an inclusive experience.
- The final seeding phase will be completed in Spring 2025, followed by an official park opening.

Diment Park

- A pathway cleanup at Diment Park helped clear obstructions, improving access to the park. The Gazebo was cleaned, and the roof was repaired.
- A survey was carried out and almost 200 responses were received about the current condition and future of Diment Park.
- The Diment Park Subcommittee was formed to oversee long-term renovation plans.
- Playground repairs, surface improvement and invasive species removal were completed, with additional work planned in 2025.

Track at Banta-Davis

- A Community Preservation Act funding request was submitted for resurfacing.
- The track remains a high-priority project for 2025, ensuring continued safe use by the community.

Pickleball and Tennis Courts

- Additional portable pickleball nets were donated, increasing access for players.
- Planning for dedicated pickleball courts continued, with funding sources being explored.

Brick Building

- The Brick Building remains an essential facility for after-school programs, community events, and recreational activities.
- The HVAC system replacement for the Brick Building was discussed in December 2024, but it was not yet fully approved. The Recreation Commission reviewed a \$200,000 electric heat pump project with the expectation that state rebates would cover 90% of the cost, but final approval was still pending.
- A rental policy was established, allowing community members to reserve the space for events.

Programs and Community Engagement

inclYOUsion Sports

- Launched in 2024, inclYOUsion Sports and A+ Karate provide adaptive sports programs for children with disabilities.
- Plans for expansion in 2025 include more adaptive recreation opportunities.

Summer Fun Program

- Continued as a popular and well-attended program, offering a variety of engaging activities.
- The neurodiversity training was provided for Summer Fun staff, not specifically inclYOUsion Sports staff. The training was initially intended to be delivered by Lori Bruce, but Holly Mansfield stepped in to deliver it.
- Program improvements are planned for 2025, including earlier registration access and enhanced scheduling.

Popular Youth Programs in 2024:

- inclYOUsion Sports adaptive activities
- Engineering & Robotics classes
- Nashoba Valley Ski & Snowboard Program
- Karate, Tennis, and Archery
- Beach Volleyball & Pickleball

Popular Adult Programs in 2024:

- Pickleball, Badminton, Basketball, & Archery
- Resources for Caregivers, Cooking Classes with Bedford Recreation and Understanding Home Wi-Fi
- Zumba & Yoga

Popular Family & Community Programs in 2024: A collaboration with Council on Aging and Human Services; Gleason Public Library with awarded grants

- Hula Hoop Event: 1/30/24 – A Grant Awarded Collaborative Event with COA & Library
- Bike Safety Program with Carlisle Police: 4/13/24 – A Recreation Department Sponsored Event
- Magic Show for Old Home Day: 6/21/24 – A Recreation Department Sponsored Event
- Rhythm & Drumming Circle with Otha Day: 7/9/24 - A Grant Awarded Collaborative Event with the COAHS & Library
- Stacey Peasley Concert: 7/30/24 - A Grant Awarded Collaborative Event with the COAHS & Library

- Back Track Band: 8/7/24 - A Grant Awarded Collaborative Event with the COAHS & Library
- Musical Petting Zoo: 9/18/24 - A Grant Awarded Collaborative Event with the COAHS & Library
- Star Party: 11/13/24 – A Collaborative Event with the COAHS & Library

Looking Ahead to 2025

The Recreation Commission remains committed to enhancing recreation opportunities for all Carlisle residents. Planned projects for 2025 include:

- Official opening of the Dog Park & further Pickleball Court planning
- Accessibility improvements at Diment Park & Banta-Davis
- Securing funding for the Banta-Davis track resurfacing project
- Expanding adaptive recreation programs and partnerships

Respectfully Submitted,

Courtney Bittelari (Chair), Adam Cotton (Vice Chair), Scott Jamison, Sarah Wengert, and Meredith Bielecki



Jack, 7th Grade

Carlisle Public Schools

Carlisle Public Schools and the Carlisle School Committee maintained their emphasis on working closely with town departments and local organizations in 2024. They also tackled new initiatives and addressed the challenges the district faced throughout the year. These collaborative efforts played a key role in advancing the district and school community in a positive direction. Additionally, the theme of fostering a sense of belonging within the school community remained a central focus.

In 2024, discussions continued regarding shared services between the school district and the town. During a joint meeting in July, the School Committee and the Select Board explored potential areas for collaboration. At the beginning of 2024, the School Department and Carlisle Town Hall finalized the unification of the school and town Facility Departments, with a plan in place to fully consolidate the two departments over the next few years. The possibility of the school's IT Department supporting town departments is still under review. By the end of 2024, while no formal agreement for shared resources had been established, there was an understanding that the school IT Department would provide occasional technical support to town departments as needed.

In addition to discussion of shared services, at the July 2024 joint meeting the Select Board put forth a request to the School Committee to come up with recommendations for use of the Highland Building that would create a space that would be useful for both the school and the town. The School Committee began research and plans to present its recommendations to the Select Board in 2025. Also, in July of 2024 the School Committee worked with Carlisle's Land Use and Sustainability Coordinator to endorse participation in the Climate Leader Communities Program.

Ongoing collaboration between the School Committee and town leadership regarding the schools' capital needs has been essential for budgeting and planning for the future. In the fall of 2024, school administration organized tours for members of the School Committee, Select Board, and Finance Committee to showcase the exceptional work being done within the district and note areas that need attention such as space constraints.

In 2024, the district had several active committees with representatives from administration, staff, parents, community members, and other key stakeholders. The School Start Time Committee researched the potential benefits of adjusting school start times and shared their findings with the School Committee in June. Later in the year, the committee began exploring the logistics of a potential change, considering factors such as student schedules, extracurricular activities, and bus routes. Their work will continue into 2025. Meanwhile, the School Safety Committee met regularly throughout the year to focus on ensuring the safety of students and the broader school community. Both Carlisle Police and Fire Department members played an integral role on this committee, which will continue to meet to review crisis plans and address emerging issues or incidents.

Over the past year, the Special Education Parent Advisory Council (SEPAC) has worked closely with the Carlisle Recreation Commission and the Carlisle Recreation Department. The Recreation Commission offers a variety of fee-based arts and crafts, life skills, and fitness programs for Carlisle residents of all ages. Efforts have focused on ensuring access and inclusion for school-age children of all abilities in activities and programs.

In 2024, the Carlisle School community used the Carlisle Public Schools Vision & Mission, along with the Portrait of a Graduate, to steer our efforts and everything we do for our students. During a School Committee meeting in the fall of 2024, members engaged student representatives in a conversation about how the Vision & Mission and Portrait of a Graduate can be reflected in the daily experiences of students at Carlisle Public Schools.

VISION & MISSION

Carlisle Public Schools cultivate balanced learners who can stand confidently with one foot in the field and the other in the future.

We create a nurturing and individualized experience for our students and highly value personal relationships. We prioritize social-emotional and physical health. We include a project-based approach to help students develop their knowledge, skills, and interests. We provide multiple ways for students to demonstrate understanding and mastery, de-emphasizing state standardized assessments. Students engage in the classroom and in the community, with educators, local experts, and Carlisle's natural resources to understand how their studies can be applied to civic life to help solve local and global problems. We break down barriers between traditional subjects and create opportunities for students to develop their understanding of the world and extend their perspective and thinking beyond our town borders.

A CPS GRADUATE IS:

A resilient and adaptable **lifelong learner** who is empowered to pursue their interests.

A self-aware and **reflective individual** who takes responsibility for their actions, outcomes and learning.

A caring, kind and engaged **global citizen** who works to forward identified goals. *

An **advocate for social justice** who acts with skill and courage against prejudice and towards equity.

A creative and competent **problem solver**, appreciative of diverse thinking.

An **independent thinker**, willing to question the status quo and weigh the evidence.

An **effective communicator & collaborator** who can work with diverse teams, listen and articulate thoughts and ideas persuasively.

*Current goals are aligned with UN Sustainable Development goals.

District

Over the past several years the district has promoted work in the areas of Diversity, Equity, Inclusion, and Belonging. In 2024 Carlisle Public Schools worked with organizations such as the Parent Teacher Organization (PTO), Special Education Parent Advisory Council (SEPAC), the Diversity Equity and Inclusion Carlisle Advisory Council (DEICAC), William Be Yourself Challenge (WBYC) among others to move the Carlisle Yellow Tulip Project forward.

The Yellow Tulip Project is a continuation of the district initiative of “Be Here, Be You, Belong” that began in the 2022-2023 school year. With a goal of eliminating stigmas in the community, the project celebrates individuals as they are, including their differences. “I Am” posters created by faculty and staff have been hung throughout the school. The posters have several self-expressive statements about the staff member concluding with the statement “I Am More.” In 2025 students will be invited to create posters if they choose to and those posters will also be hung throughout the school along with the faculty/staff posters. To support the project, Emerson Hospital generously donated 150 tulip bulbs that were planted in the fall of 2024. Students, staff and the greater Carlisle community will be able to enjoy the flowers when they bloom in the spring of 2025.

Another initiative related to supporting belonging in the district this year, was the participation of SEPAC members, school personnel and School Committee members in the Advancing Parent/Professional Leadership in Education (APPLE) Institute. The goal of this program is to support families and district personnel in the adoption of the new IEP form created by DESE. More importantly, the work has provided SEPAC and district personnel with the opportunity to further develop relationships, focus on team building, and maintain open lines of communication.

Carlisle Public Schools remains dedicated to offering an exceptional educational experience for all students and families, while constantly adapting to the evolving needs of both our students and the broader community.

Carlisle Elementary School Highlights of 2024

Elementary School Principal Dennet Sidell oversees students and teachers in Grades K-4 and provided this update.

We had a wonderful 2024! In Carlisle, we want children to grow in every area of development. We have spent a great deal of time working as a faculty and staff to meet the needs of our children in their social-emotional growth. We have brought in several programs that our general education teachers and school psychologists co-teach. In kindergarten and grade one we use the program *We Thinkers*, in grade two we use the program *Zones of Regulation* and in grades three and four we use the program *Super Flex* as well as teaching from the book, *Growing Friendships*.

Work in the areas of Diversity, Equity, Inclusion, and Belonging continued in 2024. We continue to work at grade levels and across grade levels to make sure our teaching materials encompass a variety of cultures from around the world, so that each child can see themselves in the teaching materials and the books that we read aloud. Also, we had a few grade levels work on a class project, updating language as well as looking at the content we teach during the unit. First grade did this with their country project and third grade did this with their Native American unit.

Academically, we reviewed and ranked multiple writing programs as we look to adopt a new writing program in Carlisle Elementary School. We plan to conduct pilots of our top ranked writing programs during 2025. We created an assessment schedule for the year for the general education classroom as well as Tier II (small group pullout in reading and math to assist struggling children gain skills). We increased the Tier II team by hiring a part-time reading teacher that is focused on grades three, four, and five. We had a wonderful elementary school training on Assisting Children in the General Education Classroom who have Executive Functioning, ADHD, and/or anxiety challenges find success. The presenter gave us many strategies and tools to use in the general education classroom.

We worked on expanding our STEAM (Science, Technology, Engineering, Arts and Math) after school classes and hired outside companies to teach classes that would give our children experience in math and science topics. When we took cursive out of our general education teaching time because we incorporated typing and using the computer for writing, we made sure that third and fourth graders could still learn cursive by adding this class to our STEAM offerings. Before school we have Intro to Cursive one day a week and then we have Cursive Level II and III on another morning, also once a week. STEAM courses meet before or after school to provide enrichment experience for our children. We are always looking for adults to come and teach our children a topic that they are passionate about. Please contact the Carlisle School if interested in teaching a STEAM class!

Carlisle Middle School Highlights of 2024

Middle School Principal Matthew Mehler oversees students and teachers in Grades 5-8 and provided this update.

The faculty and staff of educators at Carlisle Middle School work cooperatively and diligently to engage, support, and challenge our early adolescent students academically, socially, emotionally, and behaviorally, in grades 5 through 8. Carlisle Middle School uses a collaborative team approach of dedicated educators who, together, provide direct instruction in the academic content areas of English language arts, science, social studies, and mathematics. Our middle school students have multiple opportunities to engage in arts and wellness classes during and after the middle school day. Our middle school students take classes in physical education, art, and health, and have the opportunity to join musical ensembles such as chorus and/or band. Our early adolescent students have

the choice of learning one of three world languages offered at Carlisle Middle School: Spanish, French, or Mandarin. The instructed curriculum in academic classes is aligned to the Massachusetts Curriculum Frameworks as well as to national standards.

All middle school students participate in an advisory class, which is a weekly time in the middle school schedule for our adolescent students to focus on team-building activities, cooperative learning strategies, and develop social-emotional learning. During advisory, middle school students meet in small groups as they engage in lessons pertaining to belonging, inclusivity, and understanding. Each middle school student is assigned a school psychologist/guidance counselor, who is available to discuss any concerns (personal, academic, planning for high school, etc.). School psychologists are available for personal support and consultation for students and families. School psychologists meet with students individually and in small groups. The school psychologist team runs several counseling groups for specific special education programs. Students may participate in social skills development, friendship groups, and emotional regulation.

Finally, in the 2024 calendar year, students at Carlisle Middle School participated in many experiential and community-based learning opportunities. These included the Washington D.C. Trip for grade 8, the grade 7 play *Newsies Jr.*, the grade 6 Nature's Classroom trip, Spaghetti Supper hosted by Grade 6, and the grade 5 trip to the Concord Museum. Students across all grades participated in the Carlisle Cross-Country Invitational at Great Brook Farm State Park. Students played in the WBYC Ultimate Frisbee tournament. Chorus and band concerts were held in the winter and spring, and the band performed in the Memorial Day Parade. Students participated in the Multicultural Festival, learning about cultures around the world. Further, middle school students traveled to Quebec City on our first French trip. Students in grade 8 engaged in civic projects and participated in "The Celtics Playbook," an anti-discrimination and bias-prevention program. Students listened to "Career Presentations" shared by parents. Also, assemblies for students were held to honor the 250th Celebration of the American Revolution, Martin Luther King Jr. Day, and "Understanding our Differences" a presentation on learning disabilities. In the fall of 2024, faculty/staff and students supported "Kicks for Cancer Weekend" by wearing pink from head to toe in school. In October the fifth grade hosted the annual Softball Tournament in which parents and teachers faced off on the field to raise funds. In November of 2024, students registered and voted in our school's first U.S. President Mock Election, casting their votes in an authentic ballot box on loan from Carlisle Town Hall.

Carlisle Special Education Highlights of 2024

Director of Student Support Services Lori Bruce, who oversees the Carlisle Special Education, Preschool Program, and Health departments, provided this update.

Carlisle's Special Education, Preschool, and Health Departments exemplify a steadfast commitment to providing exceptional care and support for all students. With a dedicated team of highly skilled specialists, teachers, and nurses, we address the health, emotional, and learning needs of students requiring additional assistance or accommodations. Our programs are thoughtfully developed in collaboration with families and professionals to ensure every student receives an individualized and comprehensive approach tailored to their unique needs.

In the spring of 2024, Carlisle Public Schools was evaluated by the Massachusetts Department of Elementary and Secondary Education (DESE). This rigorous audit included a self-assessment and on-site review of 11 Special Education and 17 Civil Rights standards. Impressively, all areas were determined to be fully implemented, with no corrective actions required. This rare distinction is a testament to the district's dedication and excellence, and Carlisle should take great pride in achieving such a noteworthy accomplishment.

This past September, Carlisle's Integrated Preschool Program transitioned to a full-time schedule! In the spring of 2024, Mrs. Bruce worked closely with the school committee to evaluate the benefits of offering full-time preschool. Families now have the flexibility to choose between a half-day or a full-day option. The program continues to provide enriching, play-based learning experiences that integrate early literacy and math skills while fostering curiosity, creativity, and self-expression. This expanded schedule also facilitates greater access to therapies for students with special educational needs.

Our school nurses remain a vital resource for all students, offering compassionate care for everything from minor first-aid needs to more complex medical concerns. With an increasing number of students managing significant medical conditions, our nurses have shown extraordinary expertise and dedication. In addition to routine vision and hearing screenings, they support students with conditions such as type 2 diabetes and gastrointestinal challenges, all while maintaining a welcoming environment for students of all ages, even for the occasional elementary "boo-boo."

The Special Education Department remains steadfast in its commitment to evaluating and supporting students who encounter challenges in their classroom progress. Our comprehensive evaluations range from identifying articulation difficulties to conducting in-depth assessments of cognitive abilities, academic skills, speech and language development, motor skills, and self-regulation.

Parents receive detailed, individualized reports that provide valuable insights into their child's learning profile. When a student is diagnosed with a disability or neurodiverse profile, we adopt a collaborative approach, working closely with families to address the whole child. Together, we identify the child's strengths and determine any necessary accommodation or individualized instruction to promote access and success within the classroom curriculum.

Our school psychologists continue to address students' diverse needs through one-on-one sessions and group activities. Students engage in strategies to develop self-regulation such as deep breathing, practice social skills like turn-taking, and are reminded to embrace a growth mindset for themselves and others.

It is an honor and a privilege to collaborate with dedicated professionals who uphold the highest standards of excellence. Our collective efforts remain focused on ensuring that all students thrive, with their individual needs and strengths at the center of everything we do.

Retirements

The district had five retirements in 2024 of long-time employees who collectively had over 100 years of service in the district. In May of 2024, Steve Melanson, who joined the Facilities Department as a high school student retired after 46 years at Carlisle Public Schools. Over the years Steve handled countless tasks for the Facilities Department, serving as the Groundskeeper at the time of his retirement. At the end of the 2023-2024 school year in June, Liz Gray and Mimi Gleason finished their teaching careers while Sue Robichaud retired as our Food Service Director. For 29 years, Liz Gray was a staple at Carlisle Public Schools teaching English to countless students as well as serving as a club advisor to clubs supporting students and the community such as the Early Act Club. Mimi Gleason spent the last 17 years of her career in Carlisle. Her ability to connect with and motivate middle school students will be greatly missed. Having moved from a cafeteria worker into the role of Food Service Director, Sue Robichaud spent 23 years in the kitchen. She is proud to have served thousands of Carlisle students over the years. Finally, in November of 2024 beloved Speech Language Pathologist Cyndi Samuels retired after 29 years in the schools. Not only did Cyndi provide services to students but she played a pivotal role in the creation and running of the preschool program in its early years. We wish all our retirees the best as they start new chapters in their lives. They have each left their mark on Carlisle Public Schools.

Final Thoughts

We are incredibly grateful for the continued support the school district receives from parents and families, particularly through their involvement in groups like the Parent Teacher Organization (PTO), the Carlisle Education Foundation (CEF), the Diversity Equity and Inclusion Carlisle Advisory Council (DEICAC), and the William Be Yourself Challenge (WBYC). We are fortunate to have such dedicated organizations and volunteers who offer hands-on help and provide grants that enhance the educational experience for students in Carlisle. These contributions enrich students' learning through cultural programs, special events, and classroom improvements. Additionally, their efforts support the funding such as technology initiatives, teacher professional development, and help ensure we fulfill the District's Vision and Mission.

The residents of Carlisle generously give their time and expertise, playing a key role in making Carlisle Public Schools an exceptional place for learning. Thanks to this incredible community support, our students continue to excel and thrive, and we are deeply appreciative of all the contributions made.

Sharon Whitt, School Committee Chair

James F. O'Shea, Superintendent

School Committee Members:

Sharon Whitt, School Committee Chair

Brian Waterson, School Committee Vice Chair

Scott Jamison

James Steele

Julie Viola



Julia, 4th Grade

**Carlisle Public Schools
Enrollment by Grade
December 31, 2024**

Grade	Boys	Girls	Non-Binary	Total
Pre-Kindergarten	9	6		15
Kindergarten	28	31		59
Grade 1	38	37		75
Grade 2	31	29		60
Grade 3	42	38		80
Grade 4	31	32		63
Grade 5	20	38		58
Grade 6	43	30		73
Grade 7	28	31		59
Grade 8	40	34		74
Out of District/ Services Only	7	1		8
Total	317	307		624

**Carlisle Public Schools
Administration and Faculty List
September 2024**

<u>NAME</u>	<u>EDUCATION</u>	<u>POSITION</u>	<u>BEGAN SERVICE</u>
Jacqueline Baer	Salem State University, B.A.	Health/PE Teacher	2023
James Bailey	Suffolk University, B.S. American International College, M.Ed.	Grade 4	2024
Kaitlyn Balian	Worcester State University, B.S. Endicott College, M.Ed.	Math	2022
Elena Bertolino	Bridgewater State College, B.S. Bridgewater State College, M.S.	Speech & Language	2024
Maya Bery	Wesleyan University, B.A. Simmons College, M.L.S.	Library/Media Specialist	2013

Amy Brodeur	Virginia Polytechnic Institute & State University University of North Carolina, M.S.	Occupational Therapist	2021
Lori Bruce	Boston University, B.A. Lesley University, M.Ed.	Director of Student Support Services	2019
Rebecca Buchanan	Keene State College, B.A. University of Massachusetts, Boston, M.A.	Science	2020
Callie Burns	University of New Hampshire, B.S. University of New Hampshire, M.Ed.	Kindergarten	2020
Lynne Carmel	Castleton State College, B.S. Cambridge College, M.Ed.	Physical Education	1999
Amy Caron	Boston College, B.A. Fitchburg State College, M.Ed.	Grade 2	2003
Katie Casazza	Salem State University, B.S. Merrimack College, M.Ed.	Grade 1	2017
Leanne Christmas	Syracuse University, B.S. Syracuse University, M.S.	Speech & Language	2001
Jeffrey Clem	Springfield College, B.S. Framingham State University, M.Ed.	Special Educator	2014
Rachel Cloutier	Westfield State University, B.S. University of Massachusetts, M.Ed.	Math	2021
Stephen Conneaney	University of Massachusetts, Lowell, Coursework	Facilities Director	2022

Bradford Cranston	Bates College, B.A. Johns Hopkins, M.A.	Science	2006
Stephanie DeCoste	Rivier College, B.A. University of Massachusetts, Lowell, M.Ed.	Special Educator	2016
Marshall DeForest	University of Massachusetts, B.A. University of Massachusetts, M.Ed.	Grade 4	2014
Sara Farrington	University of New Hampshire, B.S. MGH Institute of Health Professions, M.S.	Speech & Language	2024
Vanessa Gerade	University of Massachusetts, B.A. Lesley University, M.A.	Grade 1	2004
Amanda Gilchrist	University of New Hampshire, B.A. Lesley University, M.Ed.	Grade 2	2012
Elizabeth Grady	University of Michigan, B.A University of Michigan, M.A.	Grade 1	2012
Cassandra Graham	St. Lawrence University, M.S. Boston College, M.Ed.	Kindergarten	2000
Caitlin Green	Framingham State University, B.S.	Grade 3	2023
Nicholas Greenwood	University of Massachusetts, B.A.	Technology Integration Specialist	2017
Cheryl Hay	University of Massachusetts, B.S. Fitchburg State University, M.Ed.	English Language Arts	2006
Jeffrey Hechenbleikner	St. Michael's College, B.A. Salem State University, M.Ed.	School Psychologist	2014
Scott Heffner	Penn State University, B.A. University of Massachusetts, Lowell, B.S.	Network Manager	2015

Chiao Bin Huang	Chinese Cultural University, B.A. Emerson College, M.A.	Chinese	2005
Daniel Hunt	Bridgewater State College, B.A. American College of Education, M.Ed.	Physical Education	2006
Shawna Hunt	Westfield State College, B.S. Fitchburg State College, M.Ed.	Grade 1	1999
Kendra Katz	Eastern Nazarene, B.A. Mid-America Nazarene, M.Ed.	Grade 5	2006
Michael Kilmartin	Springfield College, B.S. American International College, M.A.	Social Studies	2017
Emily King	Boston University, B.S. Lesley University, M.Ed.	Grade 3	2004
Erin Lane	University of Maine, B.S. University of Massachusetts, M.A.	Music Teacher	2023
Chloe Lazar	Fairfield University, B.A. Assumption College, M.A.	Special Educator	2023
Rachel Levy	Institute of Art, B.A. State University of New York, M.A.	Art	2005
Jan Liebman	Southern Connecticut State University, B.A., B.S. King's College, London, M.A.	Grade 3	2017
Gina Mach	University of Delaware, B.A. Fairfield University, M.A.	Special Educator	2023
Tracy Malone	Assumption College, B.A. Framingham State College, M.Ed.	Special Educator	2003

Kathryn Marsh	University of Wisconsin, B.S. University of California, Ph.D.	Science	2004
Laura Marshall	Northeastern University, B.S. Lesley University, M.Ed.	Special Educator	2010
Caryl McCabe	University of Massachusetts, B.A. Rivier College, M.Ed.	Grade 4	2008
Tessa McKinley	Colby College, B.A. Lesley College, M.Ed.	Special Educator	2024
Matthew Mehler	University of Delaware, B.A. Northeastern University, M.Ed., Ed.D.	Middle School Principal	2018
Dana Meyer	Fitchburg State University, B.S. Fitchburg State University, M.Ed.	Grade 5	2021
Angela Monke	University of Massachusetts, B.A, University of Massachusetts, M.A.	Music	1998
Jessica Montague	Regis College, B.A. Regis College, M.A.T.	Special Educator	2017
Cynthia Morris	Stonehill College, B.A. Lesley University, M.Ed.	Grade 3	2000
Timothy Moyer	Lawrence University, B.A.	Band	2024
Jason Naroff	Boston University, B.S. Lesley University, M.Ed.	Grade 5	2008
Aria Niemierko	University of Massachusetts, B.A. University of Massachusetts, M.Ed.	English Language Arts	2010
Mary O'Regan	University of New Hampshire, B.A.	Assistant to the Superintendent	2021

James O'Shea	University of Massachusetts, B.A. Suffolk University, M.S. Boston College, C.A.E.S.	Superintendent	2016
Hillary Perron	Stonehill College, B.A. University of New Hampshire, M.S.	Occupational Therapy	2024
Marcella Pixley	Vassar College, A.B. University of Tennessee, M.A.	English Language Arts	2004
Jennifer Pray	Bridgewater State University, B.S. Bridgewater State University, M.Ed.	Special Educator	2007
Peter Proulx	Providence College, B.A. Providence College, M.Ed.	Special Educator	2023
Jennifer Putnam	Mount Holyoke College, A.B. Simmons College, M.A.	Grade 5	1995
Kimberly Reid	State University of New York, B.A. Northeastern University, M.Ed.	School Psychologist	1995
Marie Rivier	Université du Maine, France, Licence en Langues, French Alliance of Paris	French	2019
Jennifer Rowland	Stonehill College, B.S. Simmons College, M.Ed.	Special Educator	1999
Kathleen Rupprecht	Miami University, B.A. Northeastern University, M.S.	School Psychologist	2009
Lauren Sawyer	Mass College of Pharmacy and Allied Health Sciences, B.S. University of Massachusetts, B.S., M.S.	School Nurse	2018
Stephanie Schneider	Berklee College of Music, B.A. Merrimack College, M.Ed.	Preschool Coordinator	2023

Suzanne Severy	University of Massachusetts, B.A. Lesley College, M.Ed.	Kindergarten	2000
Dennet Sidell	Gordon College, B.A. Lesley University, M.Ed. Nova Southeastern University, Ed.D.	Elementary Principal	2012
Heather Smiles	Endicott College, B.A. Harvard Graduate School of Education, M.Ed.	Reading Teacher	2024
Anne Spiegel	Merrimack College, B.S. Fitchburg State University, M.Ed.	Math	2017
Kathryn Springer	The College of Saint Rose, B.S. Grand Canyon University, M.A.	Grade 2	2020
Andrea Steffek	University of Colorado, B.A. Tufts University, M.A.T.	Spanish	2001
Linda Vanaria	Lesley University, B.A. Lesley University, M.Ed.	Grade 2	2007
Gretta Venuti	Merrimack College, B.S. Wheelock College, M.Ed.	ELL	2024
Lindsay Weston	Bridgewater State College, B.S. Framingham State University, M.Ed.	Kindergarten	2017
Caroline Whelan	University of Massachusetts, B.A. Eastern Nazarene College, M.Ed.	Art Teacher	2023
Heather White	Northwestern University, B.A. Syracuse University, M.S.	Speech & Language	1999
Jodi Wollner	University of Hartford, B.S. Salem State University M.Ed.,	Literacy Specialist	2023
Racquel Yutkins	Western New England University, B.A. Framingham State University, M.Ed.	Special Educator	2023
David Zuckerman	Occidental College, B.A. Tufts University, M.A.T.	Social Studies	1999



Larkin, 4th Grade

Concord-Carlisle Regional School Committee

Statement of Appreciation from the Concord-Carlisle Regional School Committee

As School Committee members, we want to share our deep and genuine gratitude for the time, effort, creativity, determination, and thoughtful care that our Superintendent, district leaders, teachers, and staff dedicate to our students every day.

We also wish to share our appreciation for the efforts of the METCO Representatives as well as the CCHS Student Representatives and we extend our thanks Carlisle residents Carrie Patel and Sharon Whitt for their service to the Regional School Committee, Court Booth for serving on the Concord and CCRSD Committees, and Domingos DaRosa for his time as a METCO Representative.

Most of all, we want to thank the citizens of Carlisle and Concord for their ongoing support of the schools, and to all the parents and community members who volunteer their time on behalf of Concord-Carlisle High School (CCHS).

Mission and Core Values

Members of the School Committee use the vision articulated in the District's mission statement and core values to guide decisions. The mission of the Concord-Carlisle Regional School District is to educate all students to become independent lifelong learners, creative thinkers, caring citizens, and responsible contributors to our increasingly diverse global society. The core values of excellence, engagement, perseverance, inclusion and innovation are reflected in the **2018-2023 District Strategic Plan**, the 2023-2028 District Strategic Plan (which was implemented in the fall of 2023), as well as the programs, services and activities which support student learning.

Implementation Continues for the 2023-2028 District Strategic Plan

Following a comprehensive planning process that was driven by a 50-member stakeholder group that included faculty, students, school committee members, parents, community members and school administrators, the school committees voted to adopt a 2023-2028 District Strategic Plan that outlines a shared vision for both CCHS and CPS Districts. The plan builds upon the previous five-year plan and features efforts in key areas such as maintaining academic excellence, reducing student stress, and work related to cultural proficiency and awareness that is outlined in the Districts' Diversity, Equity, Inclusion, and Belonging Five-Year Plan.

The strategic plan is utilized to guide and prioritize decision making regarding teaching and instruction, curriculum, budgets, and planning for facilities amongst other matters. Also, it will include provisions for analysis and review of the plan's on-going success as well as for on-going input from the public.

School Enrollments (As of 10/1/24)

The Concord-Carlisle Regional High School (CCHS) enrolls 1,191 students. The Superintendent and School Committee carefully monitor enrollment projections as well as new housing projects being built in Carlisle and Concord to help forecast potential impacts on operating budgets.

The total number of students at CCHS includes staff enrollments but does not include out of district special education students.

FY25 Operating Budgets

The School Committee seeks to develop budgets that meet the needs of CCHS students and teachers while being sensitive to the impact on taxpayers. The School Committee works with District leaders to discuss funding priorities and cost drivers as well as to discuss budget recommendations with the Finance Committees in Concord and Carlisle as appropriate. Ultimately, Concord and Carlisle residents approve the budgets at Town Meetings.

During 2024, the FY25 operating budget of \$38,974,907 was approved, which represents a 3.08% percent increase from the previous year's budget.

The District utilizes a zero-based budgeting process which is a multi-month process that begins with the submission of the annual School Improvement Plan that are developed and guided by the District's strategic plan and includes input from teachers, parents, and administrators.

2024 Spring MCAS Results Place CHS as a Top Tier School District in Massachusetts

Results of the 2024 MCAS place CCHS in the top 10% tier of the 1,500 school districts in Massachusetts for meeting or exceeding the state's learning targets. The Massachusetts Comprehensive Assessment System, commonly known as MCAS, is an assessment based on the state's learning standards and is administered online to students in grades 3-8 and 10 in the areas of mathematics, English language arts, and science and technology.

While the MCAS scores for the District provide educators with important information regarding student performance, it is not the only assessment tool utilized by CCHS Faculty and Administrators. MCAS results are combined with other student data generated from a diverse set of assessment tools to help educators ensure that each student is on the appropriate individual learning path to maximize their achievement.

The District uses the data from various assessments to target approaches for enhanced student outcomes. The District's Five-Year Strategic Plan identifies the use of assessment data as a key element to assist educators to understand the needs of each student so they can improve student achievement utilizing a variety of strategies. An example is that the data serves as a basis for educators to utilize the Districts' multi-tiered system of support for interventions in specific areas of need in literacy, math, science, and other subjects.

Beyond helping students, the assessment data is used to identify areas of professional development for educators to ensure high quality instruction and to develop standards that align both vertically between grades and horizontally at grade levels.

As practitioners of continuous improvement, the data from MCAS and other assessment tools also allows the Regional School Committee and District leaders to analyze the performance of various student subgroups. One of the goals for the School Committee is to collaborate with administrators to benchmark and report on the achievement gap with the goal of addressing the opportunity and participation gap for students across all three communities of Boston, Carlisle, and Concord in AP classes, sports, as well as after school clubs and activities. The assessment data provides the School Committee and District leaders with a window into how the District is performing and to identify specific areas for improvement and new approaches to meet District goals.

School Committees Extend Contract for Superintendent Hunter

The Concord and Concord-Carlisle Regional School Committees voted to extend the contract of Superintendent Dr. Laurie Hunter for five years ending on June 30, 2030. Dr. Hunter has been serving in this role since July of 2017.

In discussing the contract extension at their meeting, school committee members cited Dr. Hunter's vision and ability to help craft strategic plans to realize the vision and goals of the Districts. In addition to leading and collaborating with the administration and faculty in a manner that facilitates both high student performance and student well-being, members recognized her efforts to work with the school committees to develop and deliver responsible and sustainable annual operating budgets as well as her work to create open communications and positive relationships with the leadership and town committees in Carlisle and Concord. Additionally, members pointed to her work implementing strong mental health supports for students and improving the in-district special education programs.

Members also spoke about how she navigates unforeseen challenges that arise such as the COVID-19 pandemic. She successfully transitioned delivering education from in-person to virtual teaching and learning model in a matter of weeks and following the return to the classrooms, she led efforts to use assessment data and interventions that successfully made up for any learning loss that may have resulted from that time period.

Concord-Carlisle Regional School Committee

Alexa Anderson, Vice Chair

Andrew Herchek

Tracey Marano

Cynthia Rainey

Carrie Rankin

Julie Viola, Chair

Brian Waterson

New Members of the Regional School Committee

Julie Viola and Brian Waterson were welcomed to the Regional Committee as the new Carlisle representatives and Andrew Herchek as a new representative from Concord.

Student Representatives, CCHS Students

Zariah Alves
Maddie Clancy
Felicity Zhang





Jordy

Jordy, Kindergarten

BOARDS & COMMITTEES

Cultural Council

The Carlisle Cultural Council (CCC) promotes the arts, music, history, culture and the humanities in Carlisle. Our goal is to serve our community by supporting and producing both participatory and audience-based cultural and arts activities that benefit local residents. The Council serves as the catalyst of cultural programs in Carlisle.

The Carlisle Cultural Council operates under the regulations and guidelines of the Massachusetts Cultural Council. Members are appointed by the Select Board to support local cultural initiatives.

The CCC supports local cultural programs in three ways:

- 1) Through an annual grant award process established and funded by the Massachusetts Cultural Council (MCC), the CCC provides funding to deserving organizations and individuals who offer a variety of cultural experiences to the residents of Carlisle.
- 2) Through grants for cultural programs produced by cultural organizations or individual practitioners with funds raised independently by the Council.
- 3) Through programs produced by the Council itself, utilizing both state and local Council funds.

What we mean by culture: music, dance, theater, fine art, pop art, sculpture, photography, multimedia, fiber arts, ethnic customs, culinary arts, humanities, literature, poetry, nature, gardening, woodworking, ceramics, storytelling, history, science, language and more...

The Carlisle Cultural Council is part of the Mass. Cultural Council's Local Cultural Council (LCC) Program, the largest grassroots cultural funding network in the nation. Each year, LCCs award more than \$7.5 million in grants to more than 7,500 cultural programs statewide, supporting thousands of community-based projects in the arts, sciences and humanities.

The Carlisle Cultural Council has a number of mandatory duties established by the Mass. Cultural Council:

- Soliciting community input and assessing local cultural needs
- Establishing council priorities for cultural grant applications
- Communicating with the public
- Reviewing and recommending action on local grant applications
- Complying with MCC guidelines, rules, or rulings

Beyond these duties, the Council may conduct its own programs, fundraising and collaborations in support of delivering experiences to Carlisle residents under the broad

definition of culture. In addition, the Council acts as an advocate for the broader community of cultural practitioners in Carlisle.

2024 Activities and Actions

Community Advocacy for Culture

American Rescue Plan Act

In 2022, the Council was proactive in advocating for and directly supporting cultural organizations in Carlisle as they navigated the negative financial and community engagement impacts of the COVID-19 pandemic. The Council was entrusted with a total of \$67,500 in federal ARPA funds over the course of three years for this purpose, funding financial assistance to qualified nonprofits and additional grant rounds, as well as partial funding in years 1-3 of the Carlisle Music Festival. This program ended at the close of 2024.

Community Outreach and Programs

In 2024, the Council continued its focus on community outreach and programming activities outside of the annual MCC grant program.

3rd Annual Carlisle Music Festival @Old Home Day

Members of the Cultural Council produced the third multi-venue multi-day music festival featuring Carlisle musicians in conjunction with Carlisle Old Home Day on Friday June 21, Saturday June 22 and Sunday June 23.

Friday June 21: *Community Singalong with the Carlisle Community Chorus & Open Mic session*, First Religious Society Tent.

Saturday June 22: *Music Alongside Old Home Day*, First Religious Society Tent. Six different music groups were featured.

Sunday June 23: *Concert Event Under The Tent*, Spading Field. Eight music acts played in the 80-foot by 40-foot tent with a 28-foot-wide stage. Once again, the concert was attended by several hundred people, many of whom stayed for the entire schedule from noon to 7:30 PM.

Members began planning the 2025 festival in July, only a few weeks after the last note was played.

Carlisle Open Studios

When it was learned that the annual FRS Harvest Fair was not going to be held in 2024, members realized that this would eliminate an important seasonal marketplace for local artists and craftspeople. Within three weeks, the Council mounted its first Open Studios program, to take place on Saturday October 26 and Saturday November 16 at several homes and studios across Carlisle. More than 20 local artisans participated, and both days were well-attended by the public and much appreciated by the participating artisans. The Council planned to repeat the program in 2025.

Old Home Day

The Council participated in the Country Fair portion of Old Home Day, with a display table and informational signage. A regular, popular feature at our table is a supply of art materials to encourage the creativity of young artists. The Council also participated in the Parade on a pickup truck provided by a member.

Route to Sustainability Day

The Council staffed an information table at the 2nd annual RTSD. Local cultural councils contribute to sustainability by fostering programming close to home, reducing the need to travel for activities, and by supporting the wellness and connectedness of the local community through encouraging creative expression.

Carlisle Poppy Project

The Carlisle Poppy Project is a community art installation on the Town Common of more than 3,000 handmade crocheted, felted, and knitted poppy flowers created by the community. The project started in 2018 as a remembrance of the centenary of the end of World War I and now is mounted every May for Memorial Day. In early November, Council members assisted with a special installation to kick off celebration of the 250th anniversary of the start of the American Revolution.

Race Amity Day

Race Amity Day is an opportunity to celebrate interracial friendship and showcase the power of interracial partnerships to foster lasting and powerful social change. The 2024 event was held on Sunday, June 9. The Council coordinated music performances, set up an information table, and provided a grant to help fund the program.

Grantee Reception

On September 25, the Cultural Council hosted its third public reception at Center Park to celebrate the Council's 2023-2024 grant recipients and highlight the FY25 Mass. Cultural Council's local grant program that was open for applications from September 1 to October 16.

The reception was free and open to the public, with refreshments and live music from Brazilian guitarist Gabriel Maia. The reception was attended by many grant recipients, prospective grant-seekers and members of the community. Lisa Simmons, head of the Mass. Cultural Council's Local Cultural Council program, was the headline speaker.

Social media

The Council continued to leverage its Facebook page, growing our follower base to more than 340, and using paid geography-based ads for selected posts to reach more Carlisle Facebook users. A new Instagram page was also established. These pages are used to promote Council activities, cultural events produced by our grant recipients, and culturally related news and stories.

Fundraising

The Council leveraged the American Recue Plan Act funding that it was awarded by the Select Board to expand its capabilities as the catalyst of culture in Carlisle. Recognizing

that ARPA funding expired in 2024, members determined to significantly expand its fundraising activities.

In the past few years, members of the Council have directly approached fellow townspeople to request donations. Additionally, the Council has been fortunate to have received a few larger donations ranging from \$1,000 to \$5,000.

It was clear that previous fundraising efforts were hampered by the Council's inability to accept online donations via credit card. As a unit of Carlisle's town government, the Council was dependent on the Finance Department to institute this functionality, which would not be easily accomplished.

After researching alternatives, the Council was able to establish a fundraising partnership with the Community Foundation for MetroWest, a nonprofit that provides fundraising support for regional organizations, as well as raising its own funds for a range of grant programs. The result was the creation of The Carlisle Cultural Council Fund, which was launched in November and supported by a successful townwide mailing (funded by an earmarked donation) in December.

Donations may be made securely online by credit card: carlisleculturalcouncilfund.org

Or, donate with a check payable to Foundation for MetroWest; note Carlisle Cultural Council Fund in the memo, and mail to: Carlisle Cultural Council Fund c/o Foundation for MetroWest, 3 Eliot Street, Natick, MA 01760

In December, the Council submitted a formal request to be included in the Carlisle town budget for the first time. The request was focused on providing continued funding for the popular Winter Grant Round that is funded entirely by the Council. Many Mass. municipalities provide funding to their cultural councils, to support quality programming that enhances the wellbeing of residents and helps to build a stronger sense of community.

Grant Process Change

To have a more efficient grant funding process for both the Council and the Town Account, the Council voted to utilize the Direct Grants method provided for by MCC. This replaces the reimbursement process yet still requires that grant recipients comply with MCC and CCC guidelines. This process delivers grant funding to recipients much more quickly. The Council will use this method for all grants.

Mass. Cultural Council FY25 Local Cultural Council Grants

The Council completed its FY25 LCC grant evaluation and awards in November. This program is funded annually by the Mass. Cultural Council; the FY25 allocation was \$5,700. Unclaimed grants from FY24 totaling \$700 were rolled over to FY25. The Council supplemented this allocation with \$2,250 of Council funds. The total of grants was \$8,650.

The Council announced 20 grant awards:

- Curtains the Musical — The Savoyard Light Opera Company
- Bollywood Dance Party — PTO DEICAC (Diversity, Equity and Inclusion Community Advisory Council)

- 250th Anniversary of American Revolution — Carlisle 250 Committee, Celebrations Committee, Historical Society, Carlisle Minutemen, Concord Fife & Drum, His Majesty's 5th Regiment of Foot
- Carlisle Community Chorus Concerts — Carlisle Community Chorus
- Love Letters — The Delvena Theatre Company (for COAHS)
- Twiggy Workshops - Pruning and creating uses for small branches — Friends of Center Park
- "The Prom, School Edition" — Open Door Theatre of Acton
- Spring on a Wing — Carlisle Garden Club
- American Heritage — Concord Orchestra
- Native American Speakers — Carlisle Parent Teacher Organization
- Still Heard Round the World: A Celebration of Music Written by and for Women — Concord Women's Chorus
- 10th Anniversary Concert — Carlisle Chamber Orchestra
- Carlisle Poetry Festival and Poetry Contest — Friends of the Gleason Public Library
- Carlisle Pride 2025 Community Festival — COAHS, GPL, CPS Admin, CPS PRIDE Club, DEICAC, PTO, FRS
- Outdoor Summer Concert with the Party Band — Recreation Commission, Council on Aging and Human Services, Gleason Public Library
- Farmers Market Music Program — Carlisle Farmers Market
- Peter and the Wolf with the Storytime Quintet — Gleason Public Library
- Outdoor Summer Evening Concert — Council on Aging and Human Services, Gleason Public Library, Recreation Department
- Color Issues — Carlisle Communications, Inc.
- Open Door Connections — Discovery Museum

Carlisle Cultural Council Winter 2024 Cultural grant recipients (ARPA-funded)

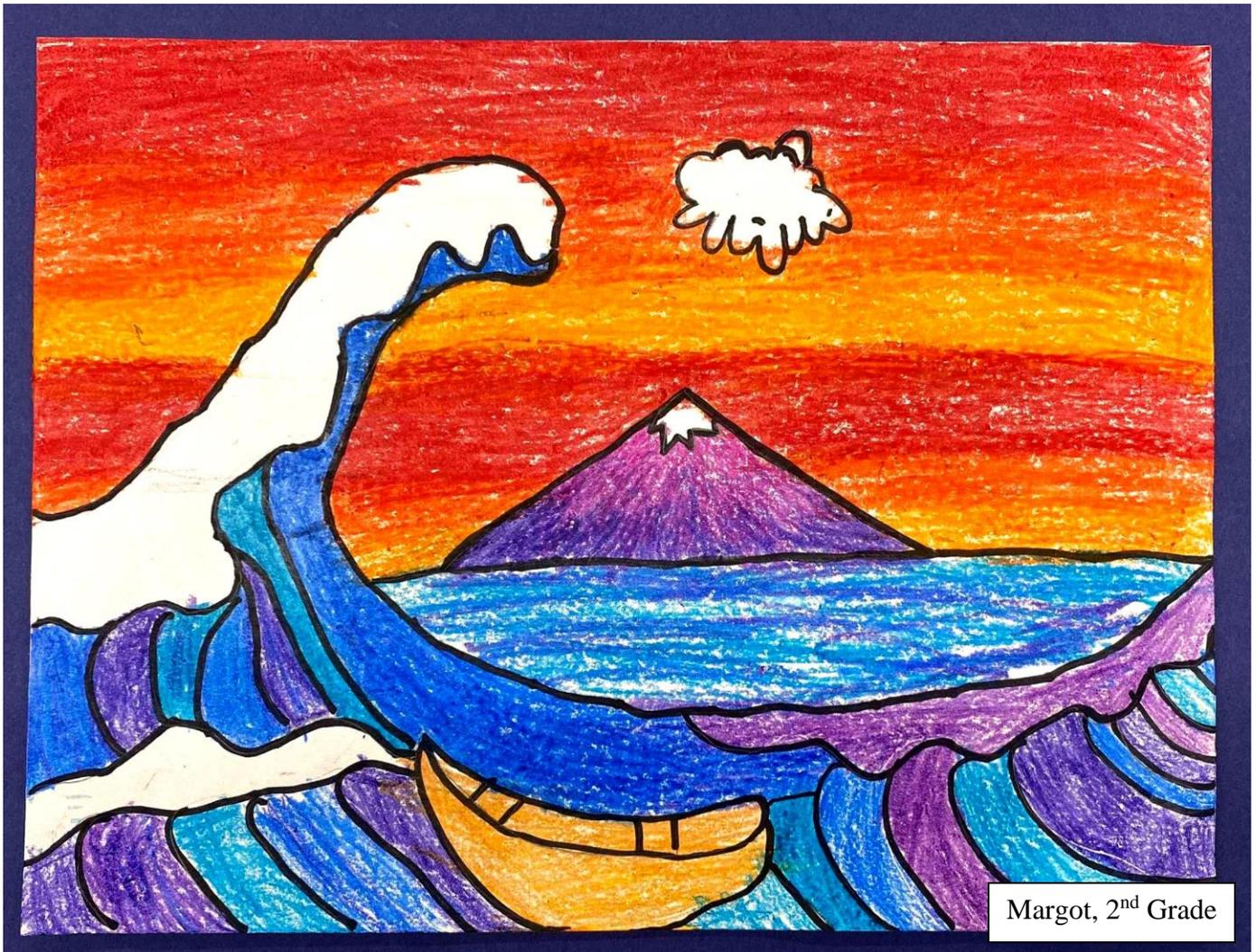
The Council completed the Winter 2024 ARPA grant round in March. Open exclusively to Carlisle-based organizations, a total of \$5,050 was awarded to:

- Community Pride 2024 Festival — CPS DEICAC, PTO, CPS PRIDE club, GPL, FRS, CPS admin, COAHS
- Race Amity Day Celebration — Carlisle Race Amity Day
- Route to Sustainability Day — Carlisle Environmental Sustainability Committee
- Short Story Contest — Friends of Gleason Public Library
- Multicultural Tea Tasting and Presentation — Carlisle Public School Cross Cultural Club
- Native Plant Workshop — Carlisle Garden Club
- Earth Day at Center Park — Friends of Center Park
- Summer Outdoor Concert — Carlisle Council on Aging & Human Services
- Kids Summer Concert — Gleason Public Library
- Spring Concert — Carlisle Chamber Orchestra
- Arts & Crafts Show + Cake Decorating — Carlisle Old Home Day

Membership (as of 12/31/24)

Jenn Albanese, Member
Debbie Bentley, Co-Chair
Chris Brenne, Member
Amanda Kern, Member
Dan Lennon, Member
Mark Levitan, Co-Chair
Vrinda Pathak, Treasurer
Laurelyn Roberts, Member
Kristi Wynn, Clerk

The Cultural Council encourages townspeople (high school and older) to get involved with supporting the arts, humanities, and culture through membership on the Council or volunteering for specific activities and events. Please contact us at culturalcouncil@carlislema.gov



Environmental Sustainability Committee

The Environmental Sustainability Committee (ESC) was established in 2022 with a mission to embed environmental sustainability into municipal decision-making and practices as well as to inform residents of ways they can decarbonize their lifestyle and protect natural ecosystems. The ESC uses the Carlisle Master Plan, Path to Zero Emissions Report, Hazard Mitigation Plan, Open Space and Recreation Plan and current environmental best practices as guides in the effort to help residents, businesses, institutions and the municipality reach the Town’s common sustainability goals.

ESC activities and achievements (in collaboration with Carlisle’s Land Use and Sustainability Coordinator) for the 2024 calendar year are described below.

The ESC held its second annual Route to Sustainability Day. This well-attended and well received community event consisted of well over sixty participants from the Town and region showcasing a substantial amount of environmental information.



This year’s event also featured a “Sustainable Clothing Fashion Show” with the dynamic duo of Ryan McLane and Jim O’Shea serving as joint MCs with Select Board members and Town staff serving as fantastic fashion models.

Other community outreach activities by the ESC included:

- Completing a year-long Earthwise Community Challenge
- Hosting a Community Choice Aggregation forum
- Sponsoring an invasive plant workshop led by Backyard Invasives
- Sponsoring a presentation by Laura Kiesel on the hazards of rodenticides
- Sponsoring a presentation by Mass Audubon on balancing solar installations with preserving sensitive ecology

- Staffing information tables at various events including Spring on the Wing, Old Home Day, the Music Festival, Race Amity Day, and the Council on Aging and Human Services (COAHS) Health Fair
- Co-sponsoring with Land Stewardship Committee (LSC) the Carlisle biodiversity art installation at the Gleason Library
- Collaborating with the COAHS in presenting environmental information at some of their lunches including sustainable gardening practices, electrification incentives, and sustainable holiday feasts
- Providing ongoing informational outreach via Town Newsletter articles, The Carlisle Mosquito, and social media.



Another large part of ESC’s mission is geared toward sustainability considerations for the natural environment. Such activities and accomplishments this past year include:

- Establishing native, non-cultivar showcase/educational gardens at Town Hall
- Removing invasive plants from the entrance to Town Hall
- Sponsoring an Eagle Scout bat house construction project
- Supporting LSC in the removal of invasive plants in Towle Field
- Advocating for the inclusion of environmental



- considerations throughout the MBTA Communities process as a member of the MBTA Communities Subcommittee
- Actively participating in the Municipal Vulnerability Preparedness (MVP) process as a member of the MVP Core Subcommittee
- Developing and proposing a Municipal Landscaping Policy
- Initiating an invasive plant plan in collaboration with multiple Carlisle committees, departments, and staff.

This past year, the ESC worked closely with Carlisle staff, key stakeholders, and decision makers to be one of the first communities to submit its Climate Leader application to the Massachusetts Department of Energy Resources (MA DOER). This effort included the development of a 25-year Municipal Decarbonization Roadmap, a Select Board

resolution committing to the roadmap as a MA DOER Climate Leader Community, and the development and adoption of a Municipal Zero-Emission First Vehicle Policy. The ESC worked closely with the Sustainability Coordinator to engage with the School Committee, Finance Committee, Municipal Facilities Committee, various Town departments, and, of course, the Select Board to become a Climate Leader, which will make available a significant new tranche of state funding for municipal projects. Other ESC activities included:

- Creating analytical tools to calculate municipal CO2 reduction and financial impacts associated with various vehicle and building HVAC technologies.
- Actively lobbying for the inclusion of environmental sustainability considerations during various stages of renovation / expansion / upgrade capital projects including the Police Station, Fire Station, DPW buildings, and the Brick Building
- Extending Carlisle’s partnership with HomeWorks Energy for free home assessments.
- Collaborating with the League of Women Voters to facilitate the Select Board’s Hanscom resolution.
- Actively participating in the School EV Charger Working Group.
- Procuring Vulnerable Road User safety signage and collaborating with the DPW to place them throughout Carlisle to help make active transportation (walking, cycling, etc.) safer for town residents.
- Promoting the reuse/recycling of office equipment and furniture from the Town Hall renovation -- diverting them from landfill/incineration.



ESC members (as of 12-31-2024):

- Eric Balles, Co-Chair
- Glenn Reed, Co-Chair
- Sara Dunleavy, Treasurer
- Christina Christodouloupoulos
- Richard (Mac) Hisey
- Alan Gilden
- Launa Zimmaro
- Alan Lewis, Associate Member
- Aidan O’Connor, Associate Member

Members whose term ended in 2024:

- Eloisa Marquez Gonzalez
- Dave Boettcher

ESC liaisons:

- David Model (Select Board)
- John Petrie (Transfer Station Action Committee)
- Scott Jamison (School Committee)
- William (Bill) Guild (Planning Board)

In addition, specific ESC members are voting members of the MVP Core Subcommittee, MBTA Subcommittee, Safety Committee, Police Building Renovation Committee, and the Agriculture Commission. Furthermore, in an active effort to embed environmental sustainability across town functions, ESC members are frequent participants / liaisons to other committees and boards including the Select Board, Planning Board, Municipal Facilities Committee, ConsCom, LSC, etc. ESC members also frequently attend informational events and engage in ongoing communication with counterparts in surrounding towns as well as regional and state entities.

The ESC encourages everyone to join Carlisle's sustainability efforts. Please visit <https://www.carlislema.gov/1237/Environmental-Sustainability-Committee> and we can be reached at ESC@carlislema.gov.



Nana, 3rd Grade

Friends of Center Park



Carlisle citizens meet with Town Hall at Center Park

A few years ago, mention of Center Park might have produced a head scratch and a “Where exactly is that?” The Friends of Center Park (FOCP) have worked hard over several years to make the park visible, accessible and welcoming. On October 31 we hosted over 1,000 costumed visitors to our Halloween Spook Trail. Other 2024 events included:

- A pruning workshop in coordination with the Garden Club’s Spring on the Wing,
- Weekly gardening classes from April through October,
- Earth Day events and environmental awareness education,
- A No Now May site to foster habitat for beneficial insects.

Photos can be found at centerparkcarlislema.org. This fall the Carlisle Cultural Council and Town Hall Committees held events at Center Park, and each year more visitors of all ages made the park their own.

The Friends of Center Park, Inc (FOCP) is a non-profit group under an agreement with the Town of Carlisle to manage this public park next door to Ferns. Our goal is to keep the park a horticultural showplace, to enhance it for the greatest enjoyment of the citizenry of Carlisle and other visitors, and to host a variety of activities that draw people to the park and provide education on best gardening practices. FOCP works closely with the DPW, the Massachusetts Master Gardeners, the Gleason Library, the Carlisle Garden Club, and others.

Park maintenance, workshops, and events are staffed by free volunteers, including citizens of Carlisle who take part in our clean-up days and Massachusetts Master Gardeners who help maintain the gardens as part of their community service. We have also been the proud recipients of grants, including several from the Carlisle Cultural Council.

In recent years FOCP fundraising has brought in about \$1,500 in donations per year. These funds, along with funding from the Town of Carlisle, have been used to make enhancements to the park, including benches, new signage, and ongoing additions of native trees, shrubs, and perennials. In 2024 we had hoped to add an artisan-made picnic table and a shed. We thank the Historical Commission for approving a shed design which will go forward this year and anticipate further negotiation on the table.

The FOCP committee is excited to greet 2025 with a full schedule of events and workshops. A pruning and seed starting demonstration in partnership with the Carlisle Garden Club's "Spring on the Wing" will take place on March 29. There will be weekly free gardening classes taught by Master Gardeners from April to October. Of course, the Halloween Spook Trail will return on October 31. Other events are in the planning stages.

We appreciate the support the Town of Carlisle has given to our efforts and look forward to another successful year in 2025.

Submitted by the Friends of Center Park:

Alison Saylor, President, Website, and Horticulture

Chris Cox, Treasurer

Elisabeth Bojarski, Secretary

Cecile Sandwen,
Communications

Emily

Richardson,

Events

Dana Booth, At

Large



Avia, 5th Grade

Land Stewardship Committee

The Land Stewards met a total of fourteen times in 2024, including twelve monthly meetings and two special meetings. The special meetings occurred in April and November. The first was to discuss the specific responsibilities that the Land Stewards proposed to assume from the Conservation Commission in a planned “transfer of responsibilities for management and maintenance of Carlisle Conservation Lands” (which will be referred to as “the Transition” when referenced later in this document). The second was to complete the committee’s review of the selected issues that the Stewards had highlighted in their annual site surveillance assessments of the Carlisle Conservation Lands (CCLs).

The Transition

In the context of the Transition, LSC Co-Chairs Asarkof and Michaud worked closely with Town Administrator Ryan McLane, focusing on budgetary matters. Their first priority was to understand the funds already allocated for the management and maintenance of the CCLs in FY '24. They also reviewed the approved funding for the FY '25 budget. McLane met with the full LSC to discuss the FY '25 budget, during which the Stewards took the opportunity to address the growing issue of invasive species on CCLs. They expressed concerns about the increasing costs of managing this problem in the coming years. Both invasive species mitigation and the eventual need for a formal strategy for their disposal were identified as pressing and distinct challenges.

A revised FY '25 budget, which maintains overall funding levels but reallocates money from mowing to invasive species removal, was drafted. In addition, a proposed FY '26 budget and a five-year budgetary estimate, along with a document of explanation, were submitted to the Finance Committee in December.

In early 2024, Town Administrator Ryan McLane asked the Conservation Commission (ConsCom) to address the question: Are the CCLs being put to their best use? As part of "The Transition," the LSC took on the responsibility of answering this question. This ongoing process involves Stewardship reviews (see below), evaluating Agricultural Licenses, and assessing the overall value of the CCLs.

The Transition also highlighted the need for the LSC to update its charter. By the end of 2024, a new charter was written and submitted to the Select Board for approval.

The Stewardship Program

The Stewardship Program is an annual surveillance initiative that involves inspecting all CCLs throughout the year. Each property is assessed multiple times by at least one Steward, with larger properties typically being inspected by three or more Stewards. At the end of the year, each Steward submits a report on the properties they’ve been assigned, using a standard form. From these reports, “selected items” of potential concern

are identified for each property. During committee meetings, the properties are discussed individually, and decisions are made on how to address the identified issues.

Selected Properties

The former Cranberry Bog, now known as "The Bog," is currently being managed by the LSC, as the Cranberry Bog Working Group has been disbanded. Several issues are being addressed at The Bog. One of these is Dam #1. The plan to repair Dam #1 was put on hold pending the results of a hydrology and hydraulic (H&H) study, which is still outstanding. Additionally, there is a complication involving a beaver lodge that has been built directly adjacent to the dam. By state law, a beaver lodge (and the dam) cannot be destroyed if it is occupied by beavers. Since the lodge is currently occupied, if the dam is to be repaired or demolished, the beavers must be trapped, which is a lethal process for the animals. There is also a growing sentiment in town advocating for the destruction or breaching of Dam #1, rather than repairing it.

Another responsibility of the LSC at The Bog is the dissemination of information about the site. The section on the town website regarding The Bog was updated and, pending the installation of the new kiosk and poster (described below), the photos on the signs at The Bog have been refreshed. Maintenance is also under the LSC's purview, and contracts for mowing and treatment of phragmites at The Bog were renewed and approved. Additionally, the LSC is aware that the Fiske Street Dike needs repair, and there are still saplings in the bog that need to be removed. These are issues the Stewards will need to address in 2025.

The Bog House is no longer managed by the LSC, but the Stewards continue to stay informed about developments at that property.

By the end of 2024, the Greenough Barn demolition project was nearly complete, with the only remaining task being the transport of the cupola from the barn site to the Carlisle Historical Society. A sizable Japanese Knotweed (JKW) infestation affects a significant area around the barn site, extending across the town line into Billerica, where a smaller portion of the infestation is present. A request for proposals to remove the JKW in Carlisle was issued and multiple grant proposals for funding this project were submitted.

A team from Carlisle met with Billerica's Conservation Director to discuss coordinating efforts between the two towns to manage the JKW. In Billerica, where the infestation is small, the plan is to conduct an informal eradication once the Carlisle plan is in place.

In addition, there is an ongoing issue with invasive water chestnut in Greenough Pond. A proposal for a water chestnut mitigation project was brought to the LSC in late 2024 and is expected to develop further in early 2025. Due to the drought in the summer of 2024, the water level in Greenough Pond was low, and the plan to install boards in the dam spillways to control the pond level is currently on hold.

Town Administrator Ryan McLane had asked the Conservation Commission (ConsCom) to address the question: Are the CCLs being put to their best use? As part of "The

Transition,” the LSC took on the responsibility of answering this question. The focus was on the newly acquired Woodward Property. A lively discussion took place at the November 19, 2024, LSC meeting, which was attended by several members of Carlisle Conservation Foundation (CCF) and the farmer who currently holds the agricultural license to graze on the meadowlands at Woodward, the primary topic of conversation. Planning for this site is ongoing.

Other Activities

Monthly land-use permit requests were reviewed and granted, with restrictions applied when appropriate. The new Metal Detecting Permit and Regulations, as well as the Drone Flying Permit, were approved. One Metal Detection Permit has been issued so far.

The kiosks at Towle Field and Foss Farm were refurbished, and beautiful new, weather-resistant informational posters specific to each site were created and installed. Similar kiosk repairs and poster installations are planned for The Bog and Greenough. At Greenough, a second poster may be installed on one face of the restored Greenough Barn Cupola as part of a joint project with the Carlisle Historical Society.

In addition to the items mentioned above, the LSC approved several other initiatives: the ESC landscaping policy, the contract for mowing conservation areas (excluding The Bog), support for a private citizen to refill the dog waste bag container at The Bog, and for an LSC member to manage this task at Foss Farm. The Trails Committee’s plan to rebuild a perennially muddy section of the Two Rod Rd. trail near Malcolm Meadows was also approved, along with a joint LSC and Trails Committee plan to establish approximate trail locations in the Woodward meadow. Signage prohibiting the use of motorized toys at Foss Farm was approved and deployed. Additionally, the baseline assessment for Hutchins and Robbins was completed and approved.

LSC members made a late-season site visit to Towle Field to assess poison ivy growth and discuss the best mowing management strategies given the overgrowth in certain areas. They also assessed the new Maple Street bridge and Curve Street barriers for pedestrian safety. LSC members were invited to inspect a private citizen’s successful efforts to clear the overgrown understory on his property on South Street.

More Noteworthy Activities

Annual elections were held during the June 4, 2024, meeting. Asarkof and Michaud were re-elected as Co-Chairs, and Talland was re-elected as Secretary, all unopposed. The LSC also contributed a table at the Route to Sustainability Day, where Tom Brownrigg’s manual on maintaining and cleaning bluebird houses proved to be popular.

Erosion issues were identified at the Foss Farm parking lot and the entrances to Bisbee Field and Fiske Meadow. These were reported to the DPW, who made the necessary repairs. (The latter two issues were part of the surveillance program.) Additionally, a grant was submitted for habitat restoration at Foss Farm.

LSC members decided that, in addition to having a shared member with ConsCom (Brian Murphy), forwarding approved versions of the LSC meeting minutes to ConsCom members would help facilitate better communication between the two groups.

LSC Members:

- Judy Asarkof, Co-Chair
- Rhonda Michaud, Co-Chair
- Adam Chojackni
- Dwight DeMay
- Julie Durrell
- Warren Lyman
- Brian Murphy
- Sukie Provenzano
- Claudia Talland
- Shane Usher



Leo, 5th Grade

Municipal Facilities Committee

The Municipal Facilities Committee (MFC) was created by the Select Board in 2017 to oversee the maintenance of all Town buildings except for the Carlisle Schools. It was formed partly in response to several studies that showed a backlog of more than \$7.6M in deferred maintenance. In the ensuing years, we addressed most of the critical problems and began the transition to a Town department that will handle all day-to-day maintenance issues. A Town Facilities Director and associated staff are now responsible for ordinary maintenance while the MFC focuses on larger scale projects.

In 2024, the following major projects have been completed:

Organizational

- During 2023, several companies were engaged to act as “House Doctors” for the Town. During 2024, they provided engineering assistance for several of the projects described below. They have produced detailed specifications, formal bid documents, and may help manage projects once they enter the construction phase.
- The process of combining maintenance of Town and School buildings has been completed. There is now a Town Facilities Director responsible for maintaining all Town buildings including the Schools (see the Town Facilities Director’s report in the Administration and Finance section of the Annual Report). The only remaining step is to combine the funding of maintenance, which is now spread across multiple departments, into a single maintenance department. It should appear as a line item in the Town’s operating budget allowing easier tracking of maintenance expenditures.

Town Hall

- A key fob entry system was installed to allow controlled access to Town Hall after hours. Key fobs can be issued that allow access to different parts of the building. All entries using key fobs are logged. Cost: \$25,403

Department of Public Works (DPW)

- A sprinkler system was installed and tested in the DPW trailer. It is now certified for use as office, meeting, and sleeping space. Cost: \$99,000

Bog House

- In conjunction with the Conservation Commission and the Fire Department, the Bog House has been winterized. A propane heating system was installed, and minor carpentry repairs were made. The Bog House will temporarily be used for housing of on-call fire fighters. Having people live in the building will help maintain its security while the Town decides the ultimate use for the Bog House.

Town Wide

- A study was completed to determine the cost of replacing all Town elevators (Town Hall, Gleason Library and the School) which are nearing the end of their expected lifespan. Funding this capital expense (about \$900,000) will appear as a warrant article at an upcoming Town Meeting.

In 2024, the following projects were initiated, but not yet completed:

Gleason Library

- A study was commissioned to evaluate the HVAC system at the library, with particular attention to replacing aging components and improving energy efficiency. In 2025, cost estimates and bid documents will be produced. The project will take place concurrently with the renovations to the interior of the Library. A warrant article to fund this project will appear as a warrant article at an upcoming Town Meeting.

Town Hall

- Bid documents were published for renovation of the Town Hall bathrooms. Bids will be received in 2025, and a contractor will be selected to perform the work.

DPW

- The study of the DPW building begun in 2023 is nearly complete. Several possibilities for the current DPW site were evaluated:
 - a) Renovate the existing structure.
 - b) Replace the existing structure with a prefabricated building.
 - c) Replace the existing structure with a new building.

During 2025, the MFC will determine which of these choices to recommend to the Select Board.

Brick Building

- The HVAC system needs replacement. A study was initiated to determine the costs for:
 - a) A high-efficiency gas furnace to replace the current furnace and replacement of air-conditioning units.
 - b) An all-electric system which will be eligible for State grants.

During 2025, the MFC will explore funding for this project and make a recommendation on how to proceed.

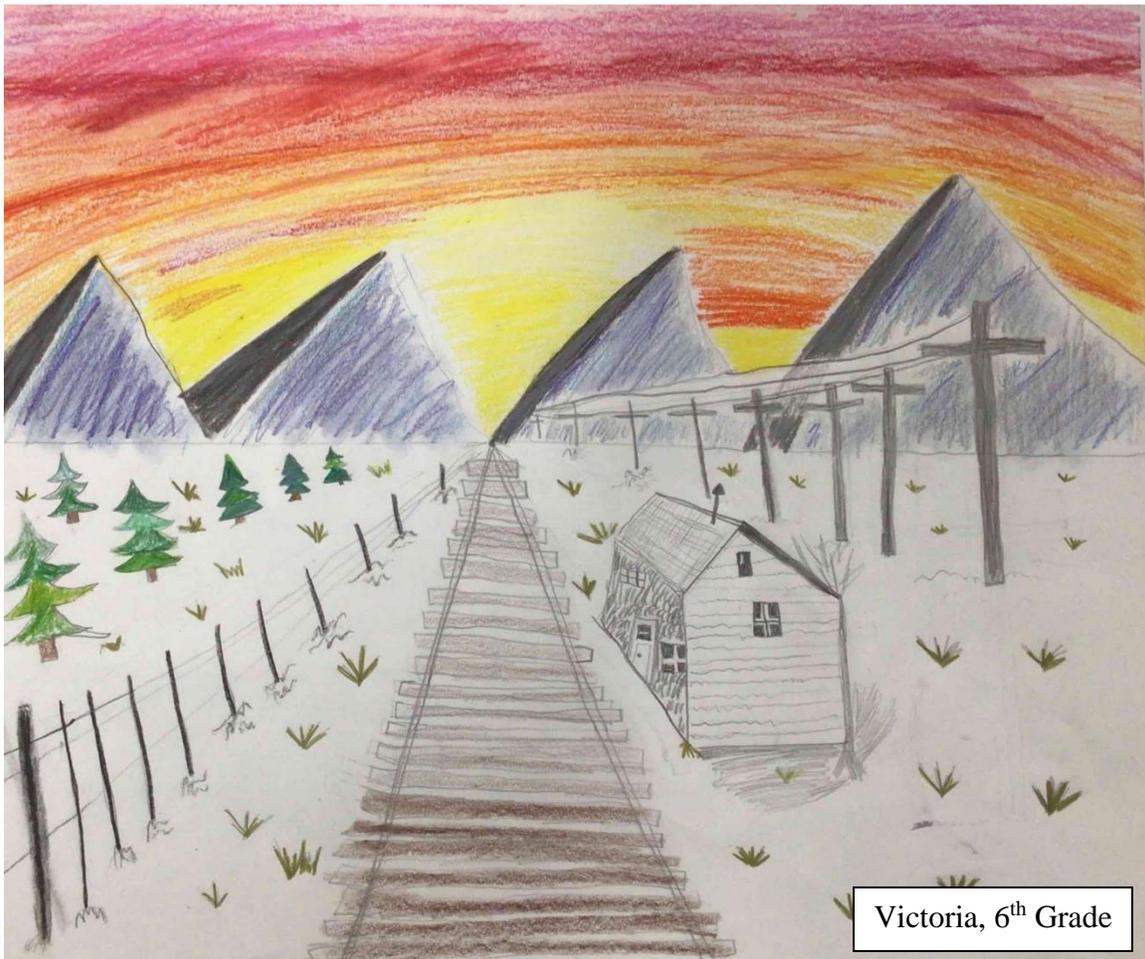
In the coming year, the MFC will complete the projects listed above and continue to address the list of prioritized maintenance projects.

Members

Jerome Lerman, Chair
Bill Risso, Vice Chair
Steve Hinton
Scott Jamison
Travis Snell

Non-voting Member

Stephen Connearney Town Facility Manager





Sofia G., 8th Grade

The Scholarship Fund of Concord and Carlisle



The Scholarship Fund of Concord and Carlisle: (standing) Ingrid Sutter, Christopher Carr, Paul Ressler, Guida Mattison, Bee Loprete, Charisse Alouidar, John Sweeney (seated front row) John Laurin, Travis Minor, Hanna Bruno, Justin Silverman, Sandy Eisenbies, Priscilla Guiney, Devra Feshbach-Meriney (not pictured): Ken Anderson, Marc Caruso, Molly Eberle, Kathleen Snook, Aaron Joncas, Chris Law, Aaron Powers, Tom Rutledge.

The Scholarship Fund of Concord and Carlisle (formerly known as the Concord-Carlisle Scholarship Fund) was established in 1966 to provide need-based grants to deserving young men and women from Concord or Carlisle to obtain additional educational opportunities after secondary school. The Fund is a tax-exempt charitable trust. Recipients must either live in or have attended school in either town.

The Scholarship Fund of Concord and Carlisle celebrated its 50th anniversary in 2016. Grateful for the continued support from the townspeople of Concord and Carlisle, we look forward to the next 50 years of supporting our young men and women who aspire to higher levels of education.

The Fund is administered by a 23-member volunteer board of trustees. Scholarships are financed through an annual appeal, through a student-staffed phonathon, and by income generated from memorial gifts, bequests, and named funds. For more information about The Scholarship Fund, please see the website: thescholarshipfundofcc.org

In 2023, the trustees awarded \$363,065 supplemented by \$39,085 from The Scholarship Fund's affiliated organizations, bringing the total to \$402,150 awarded to 67 high school

seniors and in-college students. Since its inception, The Scholarship Fund has assisted over 1,500 students.

The Scholarship Fund of Concord and Carlisle Trustees are pleased to announce that the following students have been awarded scholarships for the 2023-2024 academic year.

Scholarships marked with one asterisk (*) are managed by the Scholarship Fund of Concord and Carlisle.

All other scholarships are managed by the named affiliate organization.

The Abby Memorial Scholarship*
Daniela Rivera-Castillo

The Adrian A. Martinez Memorial Scholarship*
Harold Nerrow
James Cain
Maya McCabe
Peyton Balazy

The Albert L. & June B. Powers Scholarship*
Shahana Ahmed

The Anthony “Tony” Logablo Scholarship
Gavin Hill

The Anthony Halls-Keenan Smith Scholarship*
Daniela Rivera-Castillo

The Arthur (“Art”) & Lee Milliken Memorial Scholarship*
Maria Sanderson

The Barbara Schips Miller Scholarship*
Maya Simard

The Bean Family Scholarship*
Dimitrios Apollos

The Bobby Gray Memorial Scholarship*
Dallas Jackson

The Carlisle Police Association Scholarship
Tara Best

The Casper C. Jenney & Eleanor M. Jenney Memorial Scholarship*
Jonathan Charles
Kalise Wynter
Robert Nichol

The CCHS Class Of 1962 John F. Donovan Scholarship*
Robert Nichol

The Charles A. Robichaud Scholarship*
Sofia Congram

The Charles E. Manion, Jr. Memorial Scholarship*
Shahana Ahmed

The Charles Evans Scholarship*
Nabil Huseni

The Charles K. Yeremian Memorial Scholarship
Andrew Bistras

The Charles W. & Nancy I. Dee Memorial Scholarship
Miana Hamel

The Christopher Hentchel WIQH Scholarship
Richard Dorsey

The Clair Day Memorial Scholarship*
Leah Maar

The Cornerstone Initiative Scholarship of the Community Chest: Advancing Racial
Justice & Equity
Daniela Rivera-Castillo
Mya Bentick

The Concord Children's Scholarship
Leah Maar

The Concord Lions Club Scholarship
Maliha Malek

The Concord Police Relief Association John "Jack" Skinner Scholarship
Maya Simard

The Concord Women's Club/Ruth Bullerwell Scholarship*
Dimitrios Apollos

The David Prifti Memorial Scholarship*
Maya Simard

The David S. Soleau Memorial Scholarship*
Mx. Isatu Fofanah

The Diane Kenneally Memorial Scholarship*
Shahana Ahmed

The Elaine DiCicco Scholarship*
Melia Cook-Wright

The Elizabeth A. Mattison Memorial Scholarship*
Leah Maar

The Elizabeth V. McAllister Memorial Scholarship*
Maxamilian Hamel

The Essie Golden Memorial Scholarship*
Miana Hamel

The Farnham W. Smith Memorial Scholarship*
Maxamilian Hamel

The Frederic M. Holland Scholarship
Caroline Shirley

The Garden Club of Concord Scholarship
Marjorie Haddad

The George W. Berry Scholarship*
Alicia Kearney

The Guido S. D'Asti Memorial Scholarship*
Kalise Wynter

The James E. Shepherd Memorial Scholarship*
Maxamilian Hamel

The Janet Babb Memorial Scholarship*
Kalise Wynter

The Janet Gates Peckham Memorial Scholarship*
Gavin Hill

The Jeanne A. Toombs Memorial Scholarship*
Andrew Bistras

The Jeanne A. Toombs Memorial_1 Scholarship*
Hazel Nichol

The Jiro & Tama Ishihara Memorial Scholarship*
Richard Dorsey

The John B. Finigan Memorial Scholarship*
Name Withheld at Awardee Request

The Joyce T. Woodman Memorial Scholarship*
Gavin Hill

The Katrina J. Przyjemski Memorial Scholarship*
Robert Nichol

The Kay Chambers Scholarship*
Shahana Ahmed

The Knights of Columbus Scholarship*
Maria Sanderson

The Luc Stampers Memorial Scholarship
August Geraci

The Margaret Haggerty Memorial Scholarship*
Nabil Huseni

The Marguerite Purcell Memorial Scholarship*
Ariana Mostoufi

The Mark Teverovsky Memorial Scholarship*
Grace Maione

The Mary Ann P. Lee Memorial Scholarship
Maria Sanderson

The Mary Connorton Memorial Scholarship*
Daniela Rivera-Castillo

The Mary F. McHugh Memorial Scholarship*
Tucker Norton

The Maura Roberts Memorial Scholarship*
Miana Hamel

The Maybeth Fandel Sonn Scholarship
Isatu Fofanah

The Middlesex Savings Charitable Foundation Scholarship
Maliha Malek

The Nick Ressler Memorial Scholarship*
Noah Pavlov

The Norman E. & Joan M. Dee Scholarship*
Dimitrios Apollos

The Norton A. Levy Memorial Scholarship
Athos Apollos

Richard J. Sederstrom Memorial Scholarship
Miana Hamel

The Rivercrest-Deaconess-Newbury Court Scholarship
John Cain

The Rotary Club of Concord Capt. Thomas J. Hudner, Jr. Scholarship
Kalise Wynter

The Rotary Club of Concord Richard L. Hale Scholarship
Leah Maar

The Rotary Club of Concord Thomas R. Huckins Memorial Scholarship
Shahana Ahmed

The Rotary Club of Concord William L. Eaton Memorial Scholarship
Sean Nigborowicz

The Sally Lanagan Memorial Scholarship*
Andrew Bistras

The Scholarship Fund of Concord and Carlisle Scholarship*

Aisha Tasso	Eman Alouw	Maya Simard
Ajay Goncalves	Felicity Clamp	Miana Hamel
Ariana Mostoufi	Grace Maoine	Nevaeha Glenn
Athos Apollos	Jonathan Charles	Neve Wilson
Celise Isaac	Joshua Simard	Neven Johnson
Chiara Petracek	Kalise Wynter	Noah Pavlov
Colleen Ormsby	Kayla Almonte	Paul Sorrenti
Dallas Jackson	Leah Maar	Richard Dorsey
Denkeis Hunter	Madeline Maione	Robert Nichol
Dylan Murphy	Maliha Malek	Savannah Warrington
Elian Hines	Maria Sanderson	Sofia Congram
Elizabeth Walsh	Maxwell Wong	Tucker Norton

The Seitaro & Shina Ishihara Memorial Scholarship*
Melia Cook-Wright

The Tameji & Chiyo Yoshimura Memorial Scholarship*
Dallas Jackson

The Teresa (“Teri”) D. Hale Memorial Scholarship*
Raimy Little

The Thomas Hart Memorial Scholarship*
Neve Wilson

The Town of Concord George F. Flavin Scholarship
Caroline Shirley

The Town of Concord Guy P. DiGiovani
Celise Isaac

The Town of Concord Ruth E. Helsher Scholarship
Leah Maar

The Trudy Biernson Memorial Scholarship*
Athos Apollos

The Trustees Scholarship*
Athos Apollos

The Video Revolution, Ralph & Ellie Grossi Scholarship*
Eman Alouw

The Vinod Jalan Memorial Scholarship*
Shahana Ahmed

The Wells A. Hall Memorial Scholarship*
Ajay Goncalves

The William W. Anderson Memorial Scholarship*
Sean Nigborowicz

The Wilson Flight Scholarship*
John Cain

The Winstanley Scholarship*
Dallas Jackson

Executive Committee: Hannah Bruno - Chair, Paul Ressler - Assistant Chair, John Sweeney - Treasurer, Albert Powers - Assistant Treasurer, Rebecca Loprete - Secretary

Trustees: Chris Carr, Marc Caruso, Sandy Eisenbies, Priscilla Guiney, Joe Laurin, Chris Law, Guida Mattison, Travis Minor, Kathleen Snook, Ingrid Sutter

Associate Trustees: Charisse Alouidor, Maura Kenneally Clark, Aaron Joncas, Molly Q. Eberle, Devra Feshback-Meriney, Tom Rutledge

Trustee Emeriti: Ken Anderson, David Gould, Lucy Miller, Priscilla White Sturges



Charlotte, 2nd Grade

Charlotte

Trails Committee

The theme of 2024 was improving trails affected by mud and water issues. We had a successful three-day project to harden a section of Two Rod Road, with assistance from the Appalachian Mountain Club—our largest volunteer effort in a long time. In addition, several smaller bridge and boardwalk projects were completed. Fortunately, the trails finally dried out later in the year.

Throughout the year, the Committee pursued its five major goals: 1) public education, 2) maintaining existing trails on public land, 3) working to preserve trails on private land being developed, 4) creating new trails, and 5) advising the Select Board on trails issues.

Public education – The Committee led four public walks this year. Our March full moon walk was canceled for bad weather. In April, biologist Bryan Windmiller led ten participants on a vernal pool exploration at the Conant Land. The Double Sundae Sunday Saunter on Old Home Day weekend attracted 29 people who walked all or part of the 7-mile loop between Carlisle’s ice cream stands. The Committee had a booth at Old Home Day where we sold trail map books and talked to many people about trails. In July, fifteen people walked from Foss Farm to Greenough and back for Riverfest. Most were from out of town. The day after Thanksgiving, 45 people walked off their stuffing in the Davis Corridor, including viewing the newly repaired sections of Two Rod Road.

The Trails Committee’s page on the Town website is <https://www.carlislema.gov/189/Trails-Committee>. The website was recently updated, with more updates planned. Individual trail maps are available on the website, along with information on the Carlisle Trekker Award and notices for upcoming walks and workdays. The Trails Committee has an Instagram account, @CarlisleTrails, that continues to attract new followers. The Trails Committee’s guidebook to Carlisle’s conservation lands, “Trails in Carlisle”, is available at the Town Hall and Clark Farm Market in season.

This year, nine people earned their Carlisle Trekker awards for hiking all of Carlisle’s trails: Patricia Wolfe (#77), Peter Yakutis (#78), Nina Nielsen (#79), John Zielinski (#80), Rosella Cappella (#81), Lewis Zielinski (#82), Sarah Oinonen (#83), Emma Boettcher (#84), and Charlie Boettcher (#85).

QR codes were added to intersection marker posts at Towle, Greenough, Foss, and Great Meadows. They have links to the Committee’s trail map of the property, an OpenStreetMap map with the user’s current location, the Trails Committee website, and a form to report trail problems or make suggestions.

To enhance clarity of trail use and etiquette, ten signs showing bikes yield to hikers and horses, and hikers yield to horses, were purchased. A list of installation sites is being developed.

Trail maintenance and construction – The Trails Committee undertook numerous projects to improve wet and muddy trails after 14 months of rain stretching back to early 2023. The largest project addressed a longstanding mud issue on Two Rod Road. We enlisted the help of the Appalachian Mountain Club (AMC) trail crew. After a site visit in February and a virtual meeting in March, we decided on a "turnpike" solution, which involved replacing the mucky organic soil with a raised stone and gravel tread. After securing the necessary approvals, construction of a 60-foot demonstration project took place over three days at the end of September. AMC provided supervision, hard hats, and tools, while 36 volunteers contributed 258 hours of labor in morning and afternoon shifts. We also received key support from the DPW (for purchasing and delivering crushed stone), Bryan Sorrows (backhoe), Jason Suderman (tractor loader), and Bob Goldsmith (power wheelbarrow). The weather was perfect, and we finished a day ahead of schedule, thrilled with the results. In October, we used the same techniques to direct water from a Malcolm Meadows drainage pipe across the trail, with Bryan Sorrows once again assisting by moving large rocks. Nine volunteers helped with this project.

In April, we repaired a damaged bridge at the Elliott Preserve and replaced it in October. Permitting took longer than expected because the Massachusetts Endangered Species Program required an expert to map an endangered wildflower on the site. Nine volunteers built a 35-foot bridge, with the costs split between us and Sudbury Valley Trustees, the landowner.

In July, we built two bridges on the Twin Peaks Trail. Wetland plantings and design changes (to create longer and narrower bridges) were made to meet DEP requirements. We split the cost with the landowner, the Carlisle Conservation Foundation. Additionally, we repaired the long boardwalk near West Street.

In July, we also replaced a small bridge on the River Trail at Greenough that had been washed away. In March, we designed and staked out a boardwalk and bridge at the Malcolm Preserve to address perennially wet areas. The property co-owner, Trustees of Reservations, preferred a different design, one they use on other properties. We met on-site in September and by phone in November and are close to finalizing a design to be built next year, pending approval of a wetland permit through the DEP. Other projects we began designing include addressing a washout on the Wood Duck Trail at Greenough, a large muddy area at Bartlett Farm, and intermittent flooding on the Otter Slide Trail.

In March, six duckboards were installed in muddy spots at Towle. The boardwalk at Russell Conservation Land was anchored with cables to prevent it from floating away during floods. We also rerouted an eroded section of the Shoreline Trail at the Cranberry Bog and installed signage to prevent further erosion. Steve Loutrel cleared the stone culvert on the Sachs Greenway Trail to improve drainage, and we added steppingstones. Graffiti was removed from the Greenough Dam bridge using a grinding wheel. A rotted gate post at Conant was replaced, and a signpost crushed by a tree was replaced at Greenough. Mud accumulated at the end of a boardwalk in the Davis Corridor was scraped away, revealing gravel beneath.

In the spring, we added drainage dips and ditches to muddy sections of Old Morse Road and the Ember Lane connector. Part of Old Morse was also rerouted to higher ground. We received help from a group of 8th graders doing community service, who cleared brush in the Davis Corridor and assisted with our Two Rod Road and Elliott projects.

In October, we replaced 32 rotting deck boards on the large bridge connecting Spalding Field to Banta Davis, and in November, we replaced the rotting handrails. We also replaced rotting boards on boardwalks at Towle, Foss, Benfield, Davis Corridor, and Rockstrom. Finally, a boardwalk at the Town Forest was scrubbed to remove slippery algae.

Throughout the year, the Trails Committee cleared trees that fell across trails on every parcel of conservation land. The Google Docs spreadsheet the Committee uses to keep track of fallen trees had 198 entries for the year, compared to 248 last year and 165, 153, 155, and 167 in preceding years. Many entries contained multiple trees, and this does not include trees cleared by others or trees in the State Park where we are no longer allowed to clear blowdowns. Within the State Park, we now just report blowdowns (9 reported in 2024). In a novel solution to the prohibition on using chainsaws in Great Meadows National Wildlife Refuge, antique saw collector Gwyn Jones worked with a Trails Committee member to clear some very large fallen oaks on the River and Mist trails with a two-man crosscut saw, lumberjack style.

Rising and falling winter ice levels on the River Trail left a huge number of shrubs, mostly buckthorn, broken and leaning over the trail. A Committee member spent 8 days with loppers clearing the mess.

The Committee mowed trails, including Red Tail, Piggery, River, and Beaver Loop trails at Great Meadows, Benfield, Bisbee, Davis Corridor, Elliott, Foss, Fox Hill, Malcolm, Otter Slide, Sachs Greenway, Spencer Brook, Two Rod Road, and Woodward. Most trails were mowed multiple times through the summer and fall. We instituted a signup sheet to spread the mowing load across the Committee, which was helpful. We welcomed mowing help from Shane Usher of LSC at Towle, Jonathan DeKock at Foss, Luke Ascolillo at Woodhaven, and Bill Brady at Russell. However, in the long term, the current model of relying on the Trails Committee and other volunteers is not sustainable – there is too much mowing and too few volunteers. We began talks with the Land Stewardship Committee, Town Administrator, and DPW about transferring most of the mowing on Town land to DPW (Benfield, Bisbee, Cranberry Bog, Foss, Fox Hill, Towle, Woodward). The plan is to start the transfer in 2026 if DPW can acquire the extra equipment that would be needed.

In late fall, Committee members raked leaves and pine needles off all the boardwalks and bridges to prevent rotting. Rakes and brooms were also left at several boardwalks with signs asking trail users to help.

The Committee worked with the organizers of the MTB50 mountain bike ride to institute safeguards against the trail damage experienced in wet conditions last year. Under Jason

Suderman's leadership, procedures were developed and agreed to by the Trails Committee and Conservation Commission. The ride went off without a hitch under dry conditions. We also met with Mary McCarthy of the New England Mountain Bike Association, who offered technical assistance and help hardening trails.

Trail benches were installed at Fox Hill, Rangeway, and Towle lands. Trail markers were added at Conant and on the River Trail in Greenough.



Preserving trails and new trails – (1) We met with the Land Stewardship Committee and abutters about the location of trails through the field at the Woodward Conservation Land. (2) The entrance to the Otter Slide trail was relocated to accommodate new guard rails on Curve Street. (3) A trail

easement allowing future access to the Greenough Land from Estey Road in Billerica was signed. There is currently no plan to build a connecting trail from Estey Road to the Greenough trails. Thanks are owed to volunteer Jonathan DeKock for working with the attorneys for the developer and the Town. (4) The State Park is buying a 23-acre parcel owned by Wendy Davis. This will give public trail access to the historic Old Babson Road, also part of the Tophet East Trail. The Committee sent a letter to the Select Board supporting transfer of a Conservation Restriction on the property from the Town of Carlisle to the State, a necessary step to allow the sale to go through.

Interfacing with other boards and committees – The Trails Committee met with the Environmental Sustainability Committee and had a display at their Route to Sustainability Day event in April. We participated in the Conservation Commission's workday in February to remove saplings from the Cranberry Bog. We developed guidelines for bicycle use on conservation land trails that the Conservation Commission adopted. We worked with the Town and demolition contractor to keep trails open during the removal of the Greenough barn. We had a table at the Council on Aging and Human Services Resource Fair. We made a presentation to the Cub Scouts about the Trails Committee. We met with the Safety Committee, Select Board, Police Chief, Fire Chief, and DPW about reduced safety for trail users on Maple Street after new guard rails were

installed. Marc Lamere is the Committee’s representative on the Conservation Restriction Advisory Committee.

Finances – At year’s end, there were \$15,906 in the Trail Maps revolving fund, \$7,336 in unspent Community Preservation Act funds, and \$15,014 in the Gifts account.

Acknowledgment - The Trails Committee would especially like to thank the many volunteers from the community who have helped in our trail projects throughout the year. We also wish to acknowledge the unnamed volunteers who quietly maintain trails in their neighborhoods without the direct involvement of the Trails Committee. Without volunteers, the Town wouldn’t have its wonderful trail system.



Current members of the Trails Committee are Alan Ankers (secretary), Sarah Carmichael, Adam Chojnacki (treasurer), Kathy Hardcastle Nastuk, Marc Lamere (chair), Warren Spence (clerk), and Steve Tobin (vice-chair). Associate members are Mark Longwell, Merritt Maxim, and Patricia Wolfe.

Report submitted by Steve Tobin.

Photos of Two Rod Road Trail reconstruction courtesy of the Carlisle Mosquito.

Transfer Station Action Committee

The Transfer Station Action Committee's (TSAC) charge is to identify and implement programs which will reduce solid waste tonnage, provide improved service to the community, and which support the efforts of the DPW in the operation of the Transfer Station.

During 2024, solid waste was reduced by 50 tons (2.5%). During the three years TSAC has functioned, solid waste was reduced from 1820 to 1550 tons (about 14.8%). This is consistent with the State's goal of a 30% reduction from 2018-2030. A significant contributor to this reduction was assisting the DPW in establishing effective enforcement at the beginning of 2024. Enforcement had been a problem in the latter portion of 2023.

(It should be noted that Carlisle has done much better than the State which in fact saw solid waste increase by 300 tons during these 6 years instead of the planned 850 ton reduction – this is likely due to the continued reliance of the State on Pay As You Throw as one of their primary means of reducing solid waste.)

TSAC worked with the DPW to add Earth Machine home compost bins to the New Age bins which the Town subsidizes (residents pay \$35, the full cost is \$65). Outreach included articles in the Mosquito, the CityintheWoods listserv, postings at the Transfer Station and a flyer inserted into the residents' October tax bill. As a result, we sold 34 compost bins whereas sales in previous years were 1-3/year. Since most were distributed mid-summer into the fall, we expect to see the total benefits to the reduction in organic solid waste in 2025. Additionally, there was an increase in usage of the Black Earth compost barrels at the Transfer Station and we added a 7th barrel.

Included in our outreach to reduce organic waste was curbside pickup by Black Earth. We were unable to obtain sufficient signups, but we are continuing this project in 2025 since we believe it is a way to make a major reduction in tonnage in the solid waste.

TSAC worked closely with DPW administration in modifying the town's database used to collect sticker sales data to improve the on-line process and data collection and developed policies and procedures which allow the DPW to issue stickers more efficiently and accurately. Additionally, we have the mechanism to issue temporary permits, and residents can now order their stickers at the Police Station.

Other accomplishments

- Conducted continued education of the community via monthly articles in the Mosquito, presentations at town events such as the Route to Sustainability Day, the Garden Club's seed swap event, and the Transfer Station.
- Developed a townwide survey to be deployed in early 2025.

- Continuing to connect with event organizers to define goals and procedures to facilitate recycling and composting at their events.
- TSAC created a “Reuse” section on the Transfer Station website and publicized it to the Town to demystify where to take home goods.
- Supported DPW in Transfer Station related activity including:
 - Replacement of map sign near entrance
 - Joining hazardous waste consortium
 - Pickup of home compost bins
 - Planning for Transfer Station changes at the time of recycling

Members: Tom Bilotta, Christine Lear (Associate), Rob Peary, John Petrie, Dan Scholten, Ben Sherry (Vice Chair), Laura Snowdon (Chair), Select Board Liaison: Barney Arnold





Eleni, 3rd Grade