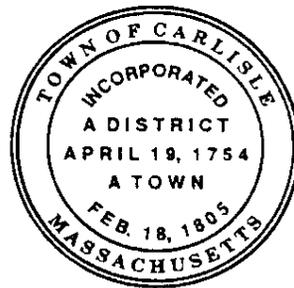


ANNUAL REPORT
OF THE
SELECT BOARD AND OTHER OFFICERS

TOWN OF CARLISLE



FOR THE YEAR ENDING
DECEMBER 31, 2022

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: 55

Area: 15.4 square miles

Population

1950	876	2013	5,396
1960	1,488	2014	5,195
1970	2,287	2015	5,166
1980	3,306	2016	5,356
1990	4,379	2017	5,424
2000	4,923	2018	5,279
2010	5,602	2019	5,370
2011	5,198	2020	5,396
2012	5,282	2021	5,419
		2022	5,470

Registered Voters 2021

American Independent	1
Conservative	1
Democrat	1,144
Green Rainbow	4
Inter 3 rd Party	3
Libertarian	7
MA Independent Party	2
Pirate	1
Pizza Party	1
Republican	340
Socialist	1
Twelve Vision Party	1
Unenrolled	2,490
United Independent Party	4
We The People	1
Working Families	1
	=====
TOTAL	4,002

Senators in Congress

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

Representative in Congress *3rd Congressional District*

Lori L. Trahan (D)

State Senator *3rd Middlesex District*

Michael J. Barrett (D)

State Representative *14th Middlesex District*

Tami L. Gouveia (D)

Governor

Charles D. Baker (R)

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TOWN OFFICIALS - ELECTED

Moderator

3-yr. term

Wayne Davis 2024

Library Trustees

3 members/3-yr. terms

Christine Stevens 2024

Kaitlyn Waterson 2025

Karen Gettings 2023

Town Clerk

3-yr. term

Margaret "Peggy" Wang 2024

Planning Board

7 members/3-yr. terms

Adelaide Grady 2024

Peter Yelle 2024

Joseph Anthony Gushue 2025

Eric Adams 2025

Madeleine Blake 2023

Sara Cassidy Smith 2023

Edwin "Rob" Misk, Associate 2023

Jason Walsh, Associate 2023

Select Board

5 members/3-yr. terms

Nathan Brown 2024

Travis Snell 2025

Barbara "Barney" Arnold 2025

Seth "David" Model 2023

Kate Reid 2023

Board of Assessors

3 members/3-yr. terms

Kenneth Mostello 2024

Karen Yeyinmen 2025

David Boardman 2023

Carlisle School Committee

5 members/3-yr. terms

Carrie Patel 2024

Sara Wilson 2025

Sharon Whitt 2025

Amanda Comperchio 2023

Johnston Huntress 2023

Board of Health

5 members/3-yr. terms

Patrick Collins 2024

Dave Erickson 2024

Cathy Galligan 2025

Anthony Mariano 2025

Jean Barry 2023

TOWN OFFICIAL - APPOINTED

<u>ADA Task Force</u>		<u>Caroline Hill Scholarship Adv Cmte</u>	
Ryan M. McLane		Frank Krimowski	2023
Fire Chief Bryan Sorrows			
Building Commissioner Jon Metivier		<u>Community Preservation Committee</u>	
		Drew McMorrow	2025
<u>Affordable Housing Trust</u>		Helen Young	2025
Beverly Shorey(Co-Chair)	2023	Barney Arnold	2024
Kate Reid (Co-Chair)	2024	Christin Johnson Battista	2023
Mark Levitan (Treasurer)	2024	Krissy O'Shea	2025
Christine Johnson-Battista	2023	Addie Grady	2025
Carolyn Ing (Secretary)	2023	Samantha Rottenberg	2025
Gina Fox	2023		
Brian Waterson	2024	<u>Conservation Commission</u>	
		Lee Tatistcheff	2024
<u>Agricultural Commission</u>		Nick Ognibene	2025
Peter Mastromarino	2023	Helen Young	2025
Andrew Rodgers	2025	Brian Murphy	2023
Steve Hberman	2025	Alex Parra, chair	2023
David Ely	2023	Daniel L. Wells	2023
John Lee	2024	Naveet Hundal	2024
<u>Audit Committee</u>		<u>Conservation Restriction Adv Cmte</u>	
Benjamin Taylor	2023	Brian Murphy	2023
Vacant	2024	Marc Lamere	2023
Vacant	2025	Peter Yelle	2023
		Rich Oches	2023
<u>Board of Registrars</u>		Jeannie Geneczko	2023
Margaret Wang, Town Clerk	2024	Nancy Cowan	2023
Kay Hurley	2025	Ken Harte	2023
Anne Gibbs	2024		
William Tice	2025	<u>Council on Aging</u>	
		Ann James, Chair	2024
<u>Celebrations & Veterans Committee</u>		Toni McBride, Vice Chair	2025
Scott Evans, Chair	2023	Verna Gilbert, Secretary	2024
Laura Mullins	2023	Elizabeth Bojarski, Treasurer	2023
Heidi Haring	2023	Sally Hayen	2023
Timothy Nickerson	2023	Ann Quenin	2023
Greg Fairbank	2023	Amy Livens	2025
Christopher Eisenbies	2023	Mary Cheever	2025
		John Ballentine	2024
		Abha Singal	2023
		Maxine Crowther	2023
		Jerome Lerman	2023

Cultural Council

Alain Bojarski	2023
Mark Levitan	2025
Dan Lennon	2023
Jenn Albanese	2023
Deborah Bentley	2024

Hanscom Feild Advisory Committee

Lars Benard	2023
-------------	------

Finance Committee /3-Yr

Scott Triola	2023
Victor Liang	2023
Melissa McMorro	2023
Lynne Lipinsky	2024
James Catacchio	2024
Aaron D'Elia	2025
Heidi Sjoberg	2025

Insurance Advisory Cmte/3-yr
(3-Yr)

Finance Director	2023
Town Administrator	2023
Steve Mack (Police)	2023
Kirk Bishop (Dispatch)	2023
Linda Vanaria (Teachers)	2023
Anush Coates (Town Hall)	2023
Vacant (DPW)	2023
Jennifer Pike (Library)	2023
Nancy Harvey (Retirees)	2023
Vacant (FinCom)	2023

Land Stewardship Committee/3-yr

Debby Geltner	2023
J. Thomas Brownrigg	2023
Rhonda Michaud	2025
Dwight DeMay	2023
Warren Lyman	2024
Vacant	2025
Vacant	2023

Local Emergency Planning Committee

John Fisher, Police Chief
Bryan Sorrows, Fire Chief
Alan Lewis, BoS/HAM Radio Officer
Timothy Goddard, Town Administrator
Jon Metivier, Bldg Commissioner
Joan Ingersoll, COA Director
Linda Fantasia, Health Agent
Gary Davis, Supt. of Public Works
Kate Reid (Select Board)
Martha Feeney-Patten, Library Director

Municipal Facilities Committee

Jerome Lerman	2024
Steve Hinton	2025
Carrie Patel	2024
William Risso	2023
Travis Snell	2025
Steve Bastek, Town Facilities Manager	
Stephen Conneary, School Facilities	

Recreation Commission

Scott Jamison	2024
Courtney Miles Bittelari	2024
Philip Gibson	2024
Drew McMorro	2025
Sarah Wengert	2023

Senior Tax Advisory Committee

Kimberly Kane, Finance Dir	2023
Brian Macdonald Assessor	2023
Joan Ingersoll, COA Director	2023
Rueben Klickstein, Citizen	2023
Barbara Culkins, Citizen	2023

Traffic & Pedestrian Safety Committee

Ryan McLane, TA	2025
Gary Davis, DPW	2025
Bryan Sorrows, Fire Chief	2025
John Fisher, Police Chief	2025
Lee Storrs, Citizen	2025
Ann de Saussure Davidson	2025
Luke Ascolillo	2025

Trails Committee

Alan Ankers	2025
Stephen P. Tobin	2025
Marc Lamere,	2024
Warren Spence	2024
Chris Chiapella	2023
Roy Herold	2023
Charlene Hinton	2023
Helen Young	2023
Christian Hedlund	2023

Youth Commission

Lauree Cameron Eckler	2023
Stefani Keene	2025
Vacant	2025
Kathy MacDonald	2025
Amy Smack	2025

Zoning Board of Appeals

Emmanuel Crespo	2023
Steve Hinton	2024
Eric Adams, Chair	2023
Gretchen Anderegg (Assoc)	2024
W. Jay Lee (Assoc.)	2023
Vacant (Assoc)	2025
Vacant (Assoc)	2025

TOWN CLERK/BOARD OF REGISTRARS

TOWN CLERK: Elected for a term of three years: Margaret “Peggy” Wang, term expires 2024. Staff: Gretchen Gallimore (Assistant Town Clerk).

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

- Chief elections officer
- Public records officer
- Licensing officer
- Notary Services
- Burial Agent
- Certify Planning Board and Zoning Board of Appeals Decision
- Registrar of vital statistics
- Administer oaths of office
- Maintain record of adopted bylaws
- Maintain record of resignations and appointments
- Certify Annual Town Budget

BOARD OF REGISTRARS: Approved by the Select Board for 3-year terms: William Tice replacing James Bohn (Republican, exp. 2022), Kay Hurely (Democrat, exp. 2022), Anne Gibbs (Democrat, exp. 2024) and Margaret Wang (Town Clerk, exp. 2024)

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. compliance including the posting of Agendas and Minutes.
- Fulfilled numerous Public Records Requests via email.

ELECTIONS:

- Held Caucus on March 14, 2022, for the nomination of candidates for Town Offices
- Held Annual Town Election on June 6, 2022, 1206 registered voters participated, 32.5% participation.
- Held Primary Election on September 6, 2022, 1476 registered voters participated 37.2% participation.
- Held General Election on November 8, 2022, 2879 registered voters participated 71% participation.

TOWN MEETING:

Annual Town Meeting convened in-person at Carlisle Public School in the Corey Auditorium at 83 School Street on April 25, 2022. Under the authority granted in Section 7(a) of An Act Relative to Municipal Governance during the COVID-19 emergency, the Select Board lowered the meeting quorum required pursuant to Town Bylaws Article II Section 2.3 from 150 voters to 100 voters. There were 148 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	2022	2021	2020	2019	2018
Births	36	26	26	28	38
Marriages	7	4	11	8	8
Deaths	25	28	16	26	18
Registered Voters	2022	2021	2020	2019	2018
Democrat	1,144	1,139	1,171	1,107	1,062
Republican	340	361	396	431	465
Libertarian	7	7	8	7	7
Green-Rainbow	0	4	5	7	6
All Other Political Designations (including United Independent)	21	16	19	22	20
Unenrolled (no party designation)	2,490	2,437	2,471	2,370	2,366
Total Registered Voters	4,002	3,964	4,070	3,944	3,926

Dog Licenses Issued	2022	2021	2020	2019	2018
Individual Tags	1004	915	597	683	618
Kennels	4	5	5	7	3

	2022	2021	2020	2019	2018
Business Certificates Issued	10	26	18	20	24

	2022	2021	2020	2019	2018
Population by Year	5,470	5,419	5,396	5,370	5,279

ANNUAL TOWN ELECTION
TUESDAY, MAY 10, 2022
TOWN OF CARLISLE, MASSACHUSETTS

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

The Election was held at 66 Westford St. Town Hall, Clark Room, Precinct 1
The Warrant was properly executed, by Constable John Fisher, Chief of Police.
The ballot box was set at zero and checked by the Carlisle Police Department to state
that there were no ballots in the box. Election Warden Mary-Lynn Bohn declared
the polls to be open at 7:00 AM and Night Warden Kathy Henze declared
closed at 8:00 PM.
The results of the election are as follows.

ANNUAL TOWN ELECTION
Tuesday May 10, 2022

Board of Selectmen – Two for 3 years

Barbara Arnold	915
Travis James Snell	720
Brian P Waterson	560
Blanks Seat 1	142
Blanks Seat 2	68
Write Ins	1

Board of Assessors – One for 3 years

Karen C Yeyinmen	984
Blanks	218
Write Ins	1

Board of Health – Two for 3 years

Catherine J Galligan	994
Anthony Mariano	1020
Blank Seat 1	216
Blank Seat 2	175
Write Ins	1

Library Trustee – One for 3 years

Kaitlin Gant Waterson	570
Helen J Young	399
Blanks	234
Write-Ins	0

Planning Board – Three for 3 years

Joseph Anthony Gushue	881
Write in: Eric Adams	193
Write in: Court Herschelman	148
Blanks Seat 1	647
Blanks Seat 2	927
Blanks Seat 3	805
Write ins	8

School Committee – Two for 3 years

Eva Mostoufi	585
Sara A Wilson	824
Robert G Egri	92
Sharon A Whitt	742
Blanks Seat 1	96
Blanks Seat 2	66
Write Ins	1

Question 1

Yes	737
No	320
Blanks	146

Total ballots cast – 1203

Total number of registered voters – 3937

Percent –32.5% participation

STATE PRIMARY
TUESDAY, SEPTEMBER 6, 2022
TOWN OF CARLISLE, MASSACHUSETTS

Early Voting In-person and Early Voting by Mail was required for the State Primary
According to the State Election Advisory #22-01.

On July 12, 2022, the Select Board voted to approve the following.

Early Voting In-person schedule

Saturday August 27, 2022, 12:00pm to 4:00pm

Monday August 29, 2022, 10:00am to 12:00pm

Tuesday August 30, 2022, 4:00pm to 6:00pm

Wednesday August 31, 2022, 8:00am to 10:00pm

Thursday September 1, 2022, 1:00pm to 3:00pm

Friday September 2, 2022, 9:00am to 11:00am

The Election was held at 66 Westford St. Town Hall, Clark Room, Precinct 1.

The Warrant was properly executed, by Constable John Fisher, Chief of Police.

The Ballot box was set at zero and checked by the Carlisle Police Department to stat that there
were no ballots in the box. Election Warden, Kathleen DeVivo Ash, declared the polls to be open
at 7:00 AM and Night Warden Kathy Henze declared the polls to be closed at 8:00 PM.

The results of the election are as follows

Democrat Party

Governor

Sonia Rosa Chang-Diaz 105

Maura Healey 1066

Write-In 0

Blanks 34

Councillor - Third District

Marilyn M. Pettitto Devaney 372

Mara Dolan 660

Write-in 0

Blanks 173

Lieutenant Governor

Kimberley Driscoll 288

Tami Gouveia 620

Eric P. Lesser 205

Write-In 0

Blanks 92

Senator in General Court

Third Middlesex District

Michael J. Barrett 1030

Write-in 0

Blanks 175

Representative in General Court

Attorney General

Andrea Joy Campbell	614
Shannon Liss-Riordan	302
Quentin Palfrey	193
Write-In	0
Blanks	96

Secretary of State

William Francis Galvin	830
Tanisha M. Sullivan	338
Write-In	0
Blanks	37

Treasurer

Deborah B. Goldberg	1030
Write-in	0
Blanks	175

Auditor

Christopher S. Dempsey	478
Diana DiZoglio	551
Write-in	0
Blanks	176

Representative in Congress – Third District

Lori Loureiro Trahan	1068
Write-in	0
Blanks	137

Republican Party

Governor

Geoff Diehl	122
Chris Doughty	148
Write-in	0
Blanks	1

Fourteen Middlesex District

Vivian Birchall	328
Simon Cataldo	780
Patricia Wojtas	66
Write-In	0
Blanks	31

District Attorney – Northern District

Marian T. Ryan	1012
Write-In	0
Blanks	193

Sheriff – Middlesex County

Peter J. Koutoujian	970
Write-in	0
Blanks	235

Senator in General Court

Third Middlesex District

Write-in	7
Blank	264

Representative in General Court

Lieutenant Governor

Leah V. Allen	113
Kate Campanale	135
Write-In	0
Blanks	23

Attorney General

James R. McMahon, III	190
Write-in	3
Blanks	78

Secretary of State

Rayla Campbell	194
Write-In	3
Blanks	74

Treasurer

Write-in	5
Blanks	266

Auditor

Anthony Amore	180
Write-in	0
Blanks	91

Representative in Congress – Third District

Dean A. Tran	191
Write-in	3
Blanks	77

Councilor - Third District

Write-In	4
WI: Frederick Glynn	2
Blanks	265

Fourteen Middlesex District

Rodney E. Cleaves	179
Write-in	3
Blanks	89

District Attorney – Northern District

Write-in	5
Blanks	266

Sheriff – Middlesex County

Write-in	5
Blanks	266

September 6, 2022 - State Primary

Total Ballots Cast - 1476

Democrat 1205

Republican 271

Total number registered voters – 3969

Percentage – 37.2% participation

STATE ELECTION

**TUESDAY, NOVEMBER 8, 2022
TOWN OF CARLISLE, MASSACHUSETTS**

Early Voting In-Person and Early Voting by mail was required for the State Election
According to the State Election Advisory #22-01

On September 27, 2022, the Select Board voted to approve the follow

Early Voting In-Person Schedule

Saturday October 22, 2022, 12:00pm to 4:00pm
Monday October 24, 2022, 10:00am to 12:00pm
Tuesday October 25, 2022, 3:00pm to 5:00pm
Wednesday October 26, 2022, 1:00pm to 3:00pm
Thursday October 27, 2022, 1:00pm to 3:00pm
Friday October 28, 2022, 1:00pm to 3:00pm
Saturday October 29, 2022, 1:00pm to 5:00pm
Monday October 31, 2022, 1:00pm to 3:00pm
Tuesday November 1, 2022, 3:00pm to 5:00pm
Wednesday November 2, 2022, 2:00pm to 4:00pm
Thursday November 3, 2022, 3:00 to 5:00pm
Friday November 4, 2022, 9:00am to 11:00am

The Election was held at 66 Westford St. Town Hall, Clark Room, Precinct 1
The Warrant was properly executed, by Constable John Fisher, Chief of Police.
The ballot box was set at zero and checked by the Carlisle Police Department to state
that there were no ballots in the box. Election Warden, Kathleen DeVivo Ash, declared
the polls to be open at 7:00 am and Night Warden Kathy Henze declared the polls to be
closed at 8:00 pm.

The results of the election are as follows.

Governor

Diehl and Allen	669
Healey and Driscoll	2132
Reed and Everett	38
Write-in	5
Blanks	35

Secretary of State

William Francis Galvin	2179
Rayla Campbell	572
Juan Sanchez	79
Write-in	0
Blanks	49

Attorney General

Andrea Joy Campbell	2047
James R. McMahon III	746
Write-in	0
Blanks	86

Auditor

Anthony Amore	843
Diana DiZoglio	1752
Gloria A. Caballero-Roca	54
Daniel Riek	69
Dominic Giannone, III	24
Write-in	0
Blanks	137

Representative in Congress

Lori Loureiro Trahan	2156
Dean A. Tran	663
Write-in	0
Blanks	60

Councillor

Marilyn M. Devaney	2137
Write-in	10
Blanks	732

Senator in General Court

Michael J. Barrett	2204
Write-in	8
Blanks	667

Representative in General Court

Simon Cataldo	2176
Rodney E Cleaves	605
Write-in	0
Blanks	98

Treasurer

Deborah B. Goldberg	2186
Cristian Crawford	467
Write-in	4
Blanks	222

Question 1

Yes	1431
No	1392
Blanks	56

Question 2

Yes	2167
No	624
Blanks	88

Question 3

Yes	1420
No	1325
Blanks	134

Question 4

Yes	1857
No	953
Blanks	69

Question 5

Yes	1634
No	900
Blanks	345

Question 6

Yes	2241
No	227
Blanks	361

District Attorney

Marian T Ryan	2204
Write-in	8
Blanks	667

Sheriff

Peter J Koutoujian	2191
Write-in	8
Blanks	680

November 8, 2022 State Election

Total Ballots Cast 2879

Total number of registered voters 4004

Percentage – 71% participation



ANNUAL TOWN MEETING

April 25, 2022

Pursuant to the Governor's Executive Order concerning open meetings during the COVID-19 crisis, the meeting was held outdoors with the proper distancing and facial covering of those who attended. Under the authorization granted in Section 7(a) of An Act Relative to Municipal Governance During the COVID-19 Emergency, the Select Board lowered the Meeting quorum requirement pursuant to Town Bylaws Article 11 Section 2.3 from 150 voters to 100 voters.

The Annual Town Meeting on April 25, 2022 a quorum of 100 voters was reached and the Meeting was called to order at 6:11pm by Moderator Wayne Davis in the Carlisle Public School Corey Auditorium at 83 School Street according to the Warrant.

There were 148 voters present.

Moderator Davis then stated that he had inspected the return of 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 Gretchen Anderegg of 871 Bedford Road as Assistant Moderator. He then introduced the Select Board Chair Barney Arnold to thank the below list of retiring Town Employees and Elected/Appointed Official not seeking reappointment.

Town Employees (Retiring)

Timothy D. Goddard, Town Administrator, 13 years of service

Marianne McInerney, Administrative Assistant to the Assessor, 13 years of service

Melissa Stamp, Principal Assessor, 21 years of service

Priscilla Dumka, Town Accountant, 21 years of service

Debbie Farrell, Transportation Coordinator, Council on Aging, 9 years of service

George Mansfield, Planning Administrator, 25 years of service

Peter Cullinane, Social Worker, Council on Aging, 13 years of service

Liz Perry, 7th Grade Math Teacher, Carlisle Public School, 39 years of service

Jane White, Main Office Receptionist, Carlisle Public School, 27 years of service

Rich Price, Maintenance Lead and Supervisor, Carlisle Public School, 26 years of service

Tom Bishop, Fire Department, 19 years of service

Michael DeRoche, Fire Department, 3 years of service

Carrie Patel, Fire Department, 3 years of service

Doug Stevenson Sr., Fire Department, 39 years of service

Elected & Appointed Officials (Not seeking reappointment)

Angie Verge, Conservation Commission, 5 years of service
Ken Belitz, Conservation Commission, 8 years of service
Karin Kliger, Cultural Council, 2 years of service
Kenny Selecer, Cultural Council, 2 years of service
Amy Smack, Recreation Commission, 6 years of service
Luke R. Ascolillo, Select Board, 6 years of service

ARTICLE 1
Consent Agenda (Majority vote required)

The ayes have it and the motion carried to have Articles 2 through 12 be considered in one motion, and that the motions for Articles 2 through 12 be hereby adopted as printed in the Motions booklet.

ARTICLE 2
Town Reports** (Majority Vote – 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 2021 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** (Majority Vote – 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 2023, beginning July 1, 2022, as follows:

	<u>Voted FY'21</u>	<u>Voted FY'22</u>	<u>Recommended FY'23</u>
Moderator	\$50	\$50	\$50
Town Clerk	\$64,452	\$75,000	\$76,688
Assessors - Chairman	\$100	\$100	\$100
Second Member	\$100	\$100	\$100
Third Member	\$100	\$100	\$100

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

The ayes have it and the motion carried to have Three Thousand Dollars (\$3,000) be raised and appropriated from the FY 2023 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 75 actuarial valuation of post-employment benefits obligations for the Town.

ARTICLE 5
Revaluation (Majority Vote – Consent Article)**

The ayes have it and the motion carried to have Ten Thousand Dollars (\$10,000) be raised and appropriated from the FY 2023 tax levy and other general revenues of the Town to be spent by the Board of Assessors for the purpose of professional services and other related expenses in connection with the property revaluation process.

ARTICLE 6
Real Estate Tax Exemption (Majority Vote – Consent Article)**

The ayes have it and the motion carried to accept the provisions of M.G.L. Chapter 59, Section 5C 1/2 to provide an additional real estate tax exemption of one hundred (100%) percent of the exemption provided under M.G.L. Chapter 59, Section 5, Clause 41C, in the fiscal year beginning July 1, 2022.

ARTICLE 7
FY 2023 Chapter 90 Authorization (Majority Vote – Consent Article)**

The ayes have it and the motion carried to have the Treasurer of the Town, with the approval of the Selectmen, 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 8
Department Revolving Funds Authorization (Majority Vote – Consent Article)**

The ayes have it and the motion carried to reauthorize and set the limit on the total amount that may be spent from each revolving fund for Fiscal Year 2023 as follows:

- a. School Bus Revolving Fund: \$60,000.00
- b. Board of Health Inspections Revolving Fund: \$100,000.00
- c. Hazardous/Solid Waste Revolving Fund: \$70,000.00
- d. Trails Committee Revolving Fund: \$10,000.00
- e. Foss Farm Revolving Fund: \$3,000.00
- f. Conservation Comm. Building Maintenance Fund: \$30,000.00
- g. Historical Commission Revolving Fund: \$3,000.00
- h. Youth Commission Revolving Fund: \$10,000.00
- i. Building Department Revolving Fund: \$165,000.00
- j. Council on Aging Events Revolving Fund: \$30,000.00
- k. Council on Aging Transportation Revolving Fund: \$15,000.00
- l. Deer Control Committee Revolving Fund: \$1,000.00

ARTICLE 9
PEG (Public, Educational, Government) Local Access Appropriation**
(Majority Vote – Consent Article)

The ayes have it and the motion carried 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 10
FY23 Salary/Wage Table** (Majority Vote – Consent Article)

The ayes have it and the motion carried to adopt the Town of Carlisle, Massachusetts FY 2023 Classification & Compensation Plan, as shown below:

Grade 1

None

Grade 2

*Library Assistant II
Transfer Station Operator
Van Driver*

Grade 3

*Administrative Assistant to Historical
Commission
Administrative Assistant to Zoning
Board
Driver/Operator/Laborer
Library Assistant II
Maintenance Custodian*

Grade 4

*Administrative Assistant to COA
Administrative Assistant to Fire Chief
Administrative Assistant to Police Chief
Library Assistant I
Transportation Coordinator
Heavy Equipment Operator/Laborer*

Grade 5

*Administrative Assistant to BoH
Administrative Assistant to Building
Dept
COA Program Manager
Assistant Town Clerk*

Grade 6

*Administrative Assistant to Assessor
Children Librarian
Finance Clerk
Mechanic
Administrative Assistant to Conservation
Comm
Staff Librarian*

Grade 7

*Assistant to Treasurer/HR Assistant
Executive Assistant to TA/SB
Assistant to Planner
Outreach Coordinator/Program
Manager
Assistant Health Agent
General Foreman*

Grade 8

COA Social Services Manager

Grade 9

*Assistant Treasurer-Collector
Assistant Library Director
COA Director
Conservation Administrator
Planning Board Administrator*

Grade 10

Building Commissioner

Health Agent
Recreation Director

Grade 12
DPW Superintendent

Grade 11
Chief Assessor
Library Director
Town Accountant

Grade 13
Finance Director/Treasurer

Grade 14
None

FY23 Town of Carlisle Wage/Salary Schedule					
		FY23	1.0225		
STEP	1	2	3	4	5
Grade 1	\$19.22	\$19.55	\$19.89	\$20.22	\$20.55
Grade 2	\$20.95	\$21.32	\$21.68	\$22.04	\$22.40
Grade 3	\$22.84	\$23.24	\$23.63	\$24.03	\$24.43
Grade 4	\$24.91	\$25.34	\$25.77	\$26.20	\$26.63
Grade 5	\$27.14	\$27.61	\$28.08	\$28.55	\$29.02
Grade 6	\$61,524.77	\$62,586.53	\$63,648.28	\$64,710.04	\$65,771.80
	\$29.58	\$30.09	\$30.60	\$31.11	\$31.62
Grade 7	\$67,674.80	\$68,845.46	\$70,016.11	\$71,186.77	\$72,357.42
	\$32.54	\$33.10	\$33.66	\$34.22	\$34.79
Grade 8	\$74,437.39	\$75,725.11	\$77,012.83	\$78,300.55	\$79,588.27
	\$35.79	\$36.41	\$37.03	\$37.64	\$38.26
Grade 9	\$82,621.09	\$84,050.38	\$85,479.67	\$86,908.96	\$88,338.25
	\$39.72	\$40.41	\$41.10	\$41.78	\$42.47
Grade 10	\$91,711.36	\$93,298.55	\$94,885.74	\$96,472.94	\$98,060.13
	\$44.09	\$44.86	\$45.62	\$46.38	\$47.14
Grade 11	\$101,806.23	\$103,567.66	\$105,329.09	\$107,090.52	\$108,851.95
	\$48.95	\$49.79	\$50.64	\$51.49	\$52.33
Grade 12	\$113,003.67	\$114,958.40	\$116,913.12	\$118,867.85	\$120,822.57
	\$54.33	\$55.27	\$56.21	\$57.15	\$58.09
Grade 13	\$125,426.24	\$127,596.04	\$129,765.84	\$131,935.63	\$134,105.43
	\$60.30	\$61.34	\$62.39	\$63.43	\$64.47
Grade 14	\$139,220.93	\$141,627.59	\$144,034.24	\$146,440.89	\$148,847.54
	\$66.93	\$68.09	\$69.25	\$70.40	\$71.56

FY23 Town of Carlisle Wage/Salary Schedule (cont.)					
STEP	6	7	8	9	10
Grade 1	\$20.88	\$21.22	\$21.55	\$21.88	\$22.21
Grade 2	\$22.77	\$23.13	\$23.49	\$23.85	\$24.22
Grade 3	\$24.82	\$25.22	\$25.61	\$26.01	\$26.41
Grade 4	\$27.06	\$27.49	\$27.92	\$28.35	\$28.77
Grade 5	\$29.49	\$29.96	\$30.43	\$30.90	\$31.37
Grade 6	\$66,833.56	\$67,895.31	\$68,957.07	\$70,018.83	\$71,080.59
	\$32.13	\$32.64	\$33.15	\$33.66	\$34.17
Grade 7	\$73,528.08	\$74,698.73	\$75,869.39	\$77,040.04	\$78,210.70
	\$35.35	\$35.91	\$36.48	\$37.04	\$37.60
Grade 8	\$80,875.99	\$82,163.71	\$83,451.43	\$84,739.15	\$86,026.87
	\$38.88	\$39.50	\$40.12	\$40.74	\$41.36
Grade 9	\$89,767.54	\$91,196.82	\$92,626.11	\$94,055.40	\$95,484.69
	\$43.16	\$43.84	\$44.53	\$45.22	\$45.91
Grade 10	\$99,647.32	\$101,234.52	\$102,821.71	\$104,408.90	\$105,996.09
	\$47.91	\$48.67	\$49.43	\$50.20	\$50.96
Grade 11	\$110,613.37	\$112,374.80	\$114,136.23	\$115,897.66	\$117,659.09
	\$53.18	\$54.03	\$54.87	\$55.72	\$56.57
Grade 12	\$122,777.30	\$124,732.02	\$126,686.75	\$128,641.47	\$130,596.20
	\$59.03	\$59.97	\$60.91	\$61.85	\$62.79
Grade 13	\$136,275.23	\$138,445.02	\$140,614.82	\$142,784.62	\$144,954.42
	\$65.52	\$66.56	\$67.60	\$68.65	\$69.69
Grade 14	\$151,254.19	\$153,660.84	\$156,067.49	\$158,474.14	\$160,880.79
	\$72.72	\$73.88	\$75.03	\$76.19	\$77.35

<p>ARTICLE 11 Accept fire protection easement Stillmeadow Farm North development** (Majority Vote – Consent Article)</p>
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The ayes have it and the motion carried to authorize the Select Board to accept a fire protection easement for Stillmeadow Farm North.

ARTICLE 12
Rescind \$864,742 in borrowing authority authorized under Article 17 of the 2019 ATM
(Police Station) (Majority Vote – Consent Article)**

The ayes have it and the motion carried to rescind the \$864,742 in borrowing authority originally authorized under Article 17 of the 2019 Annual Town Meeting, for the Select Board to design, construct, remodel, rehabilitate and/or modernize the Carlisle Police Station.

ARTICLE 13
Fiscal Year 2022 Budget Transfers (Majority Vote)

The ayes have it and the motion carried to transfer the sum of \$101,477 from Group Insurance to the budgetary line items listed below:

FY2022 Budget Transfers

Transfer from:

01914	Group Insurance	101,477
	Total	101,477

Transfer to:

01122	Select Board	6,000
01129	Town Administrator	21,039
01135	Town Accountant	23,479
01136	Audit	5,500
01192	Town Hall	25,000
01610	Library	2,040
	Blanket Ins. & Workers	
01919	Comp.	18,419
	Total	101,477

ARTICLE 14
FY2023 Operating Budget (Majority Vote)

The ayes have it and the motion carried that a total of Thirty-Two Million Four Hundred Forty-Eight Thousand Forty Two Dollars (\$32,448,042) be appropriated for FY2023, as set forth in the column entitled “FY2023 Recommended” as printed below; and to meet this appropriation Fifty Three Thousand Dollars (\$53,000) be transferred from the Ambulance Fund, and that the balance be raised from the FY2023 tax levy and other general revenues of the Town.

	FY2022 Budget	FY2023 Recommended
General Government		
General Expense & Town Hall	\$ 931,720	\$ 1,149,836
Citizen Recognition	\$ 275	\$ 275
Treasurer	\$ 277,479	\$ 295,278
Town Clerk	\$ 114,888	\$ 123,689
Assessors	\$ 170,296	\$ 212,235
Planning Board	\$ 120,200	\$ 136,492
Energy Task Force	\$ 3,500	\$ 3,500
sub-total	\$ 1,618,358	\$ 1,921,305
Protection of Persons & Property		
Police	\$ 1,825,226	\$ 1,895,874
Fire	\$ 675,349	\$ 698,162
Communications	\$ 438,847	\$ 456,480
Conservation	\$ 169,373	\$ 169,189
Dog & Animal Control	\$ 15,557	\$ 15,557
Inspection Services	\$ 40,348	\$ 41,123
Street Lighting	\$ 4,000	\$ 4,000
sub-total	\$ 3,168,700	\$ 3,280,385
Public Works		
Department of Public Works	\$ 820,273	\$ 838,456
Snow & Ice	\$ 90,000	\$ 90,000
Transfer Station	\$ 264,731	\$ 264,918
Road Maintenance	\$ 88,416	\$ 88,416
sub-total	\$ 1,263,420	\$ 1,281,790
Health & Human Services		
Youth Commission	\$ 4,015	\$ 4,015
Board of Health	\$ 127,036	\$ 142,267
Council on Aging	\$ 245,585	\$ 238,697
Veteran's Agent	\$ 20,000	\$ 20,000
sub-total	\$ 396,636	\$ 404,979

	FY2022 Budget	FY2023 Recommended
Education		
Carlisle Public School	\$ 12,056,751	\$ 12,418,454
CCRSB (w/o debt)	\$ 6,199,628	\$ 6,356,769
CCRSB Debt Service	\$ 950,726	\$ 927,815
Vocational	\$ 123,119	\$ 130,000
Vocational Debt Service	\$ 4,702	\$ 4,702
sub-total	\$ 19,334,926	\$ 19,837,740
Culture & Recreation		
Library	\$ 667,080	\$ 667,983
Recreation	\$ 198,011	\$ 201,072
sub-total	\$ 865,091	\$ 869,055
Insurance & Fringe		
Blanket Insurance	\$ 299,000	\$ 328,900
Group Insurance & Medicare	\$ 1,418,138	\$ 1,460,111
OPEB Trust	\$ 215,000	\$ 215,000
County Retirement	\$ 1,192,106	\$ 1,265,339
Unemployment Insurance	\$ 50,000	\$ 50,000
sub-total	\$ 3,174,244	\$ 3,319,350
Unclassified		
Interest, Fees & Costs	\$ 1,000	\$ 1,000
Public Celebrations	\$ 1,000	\$ 1,000
Reserve Fund Balance	\$ 150,000	\$ 200,000
sub-total	\$ 152,000	\$ 202,000
Debt		
Debt Service	\$ 1,473,578	\$ 1,331,438
sub-total	\$ 1,473,578	\$ 1,331,438
Total Operating Budget	\$ 31,446,953	\$ 32,448,042

ARTICLE 15
Capital Equipment (Majority Vote)

The ayes have it and the motion carried to transfer from FY2022 undesignated fund balance (Free Cash) the sum of \$269,000, to be available at the close of this Town Meeting for the projects listed in the table below:

**Long Term Capital Requirements
FY2023**

Department	Project/Program	Amount	Appropriation Expires
Police Dept.	Hybrid Cruiser	\$60,000	June 30, 2025
Police Dept.	AFIS Machine	\$20,000	June 30, 2025
Police Dept.	Firearms	\$10,000	June 30, 2025
Fire Dept.	UTV/Trailer	\$45,000	June 30, 2025
DPW	One Ton Dump Truck	67,000	June 30, 2025
DPW	One Ton Dump Truck	67,000	June 30, 2025
	Totals:	\$269,000	

**ARTICLE 16
Municipal Facilities (Majority Vote)**

The ayes have it and the motion carried to raise and appropriate the sum of \$350,000 for facilities maintenance and improvement projects at the Town Hall, Police Station, Fire Station, Gleason Library, Department of Public Works, Bog House and Highland building, all of which projects being expected to be completed by June 30, 2024.

**ARTICLE 17
Amend Ch.59, s.5, clause 41A Senior Tax Deferral program requirements
(Majority Vote)**

MOTION TO AMEND: Jerry Lerman, of Stearns Street, moved to amend Article 17 by replacing “\$20,000 to \$62,000” with “\$40,000 to \$62,000” to reflect the correct figure.

The ayes have it and the amended motion carried to amend the parameters of the Senior Tax Deferral program, authorized under MGL Ch.59, Section 5, Clause 41A, by increasing the maximum income limit for participation from \$40,000 to \$62,000 annually and reducing the interest rate for repayment from 8% to 6%.

**ARTICLE 18
Amend Green Cemetery Fees per MGL Ch.114, s.22-36 (Majority Vote)**

The ayes have it and the motion carried to approve amendments to the established fees at Green Cemetery as proposed by the Select Board acting in its capacity as Cemetery Commissioners, as presented in the table below:

<u>Burial plot burial</u>	<u>Perpetual Care</u>	<u>Grave Opening/Burial</u>	<u>Cremation</u>
\$150	\$150	\$500	\$250

ARTICLE 19
Approve CCHS Access Road paving/lighting (Two-Thirds Vote)

The ayes have it and the motion carried by two-thirds vote to approve \$853,665, or any other sum, of debt authorized by the Concord-Carlisle Regional School Committee for repaving and lighting of the access road as determined by the School Committee; provided, however, that this approval shall be contingent upon passage of a Proposition 2½ debt exclusion referendum under Massachusetts General Laws c. 59, § 21C(k) to exempt the Town's allocable share of the amounts required for the payment of interest and principal on said borrowing, or take any other action related thereto.

ARTICLE 20
Amend the General Bylaws to Change the Name of Council on Aging to Council on Aging and Human Services (Majority Vote)

The ayes have it and the motion carried to amend the General Bylaws by striking the term "Council on Aging" wherever it may appear in said bylaws, and inserting in place thereof, the term Council on Aging and Human Services.

ARTICLE 21
Accept MGL Ch.33, s.59 re Military pay for Town Employees called to Active Duty (Majority Vote)

The ayes have it and the motion carried to accept the provisions of M.G.L. c. 33, §59, to provide for pay for Town employees during terms of military service as permitted by statute.

ARTICLE 22
Accept MGL Ch.32B, s.9D ¾; Town to provide up to 50% of health insurance premium cost for surviving spouse of insured employee (Majority Vote)

No motion was made to Town Meeting regarding this Article.

ARTICLE 23
Appropriation for MUNIS CASH module (Majority Vote)

The ayes have it and the motion carried to raise and appropriate the sum of \$7,500 to be expended by the Treasurer to acquire an additional software module for the MUNIS accounting system.

ARTICLE 24
CPA Annual Recommendations (Majority Vote)

Motion 1 – FY '23 CPA Appropriations:

The ayes have it and the motion carried to act on the report of the Community Preservation Committee and to appropriate moneys from the Fiscal Year 2023 Community Preservation Fund estimated revenues to the Community Preservation Fund accounts as follows:

- a. Seventy-Two Thousand One Hundred Thirty-Six Dollars (\$72,136) to be appropriated to the Community Housing Reserve Fund.
- b. Seventy-Two Thousand One Hundred Thirty-Six Dollars (\$72,136) to be appropriated to the Historic Reserve Fund.
- c. Seventy-Two Thousand One Hundred Thirty-Six Dollars (\$72,136) to be appropriated to the Open Space Reserve Fund.
- d. Three Thousand Dollars (\$3,000) to be appropriated for Administrative Expenses.
- e. Five Hundred One Thousand Nine Hundred Fifty-Two Dollars (\$501,952) be appropriated to the Fiscal Year 2023 Community Preservation Budget Reserve Account.

Motion 2— FY '22 CPC RECOMMENDATIONS

The motion was made that the Town vote to act on the report of the Community Preservation Committee for Fiscal Year 2023; and, further, to appropriate or reserve for later appropriation monies from the Community Preservation Fund annual revenues or available funds a sum or sums of money for the following Community Preservation projects or purposes, 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, all as recommended by the Community Preservation Committee:

- A. The ayes have it and the motion carried to appropriate Sixty Thousand Dollars (\$60,000) from the Community Housing Reserve Fund to the Carlisle Affordable Housing Trust to for the Community Housing Development Fund, and that such sums may be expended by the Carlisle Affordable Housing Trust, in consultation with the Community Preservation Committee, for community housing purposes pursuant to and in accordance with M.G.L. c. 44, § 55C(c)(1) and pursuant to the terms of the Town of Carlisle Community Preservation Grant Agreement #2022-001; provided, however, that the funds shall not be used on existing community housing properties. Any portion of such sums not expended by June 30, 2025 shall be returned to the Community Housing Reserve Fund.
- B. The ayes have it and the motion carried to appropriate Twenty-Five Thousand Dollars (\$25,000) from the Community Housing Reserve Fund to Carlisle Affordable Housing Trust and Carlisle Council on Aging, in consultation with the Community Preservation Committee, for a rental assistance program pursuant to the terms of the Town of Carlisle Community Preservation Grant Agreement #2022-002. Any portion of such sums not expended by June 30, 2025 shall be returned to the Community Housing Reserve Fund.
- C. The ayes have it and the motion carried to appropriate Three Hundred Twenty-Five Thousand Dollars (\$325,000) from the Community Preservation Committee Undesignated Fund to the Carlisle Castle Playground Committee for the construction of a new playground (Castle 2.0) at the Carlisle Public School campus. That such sum may be expended by the Carlisle Castle Playground Committee, in consultation with the Carlisle School Committee, Administration for Carlisle Public Schools, and the Community Preservation Committee pursuant to the terms of the Town of Carlisle Community Preservation Grant Agreement #2022-003. Any portion of such sums not expended by June 30, 2025 shall be returned to the Community Preservation Undesignated Fund.

- D. The ayes have it and the motion carried to appropriate Thirty Thousand Dollars (\$30,000) from the Community Preservation Committee Open Space Reserve Fund to the Carlisle Recreation Commission for the creation of a dog park. The sum represents an approximately 10% required match for a grant received from the Stanton Foundation. Such sum may be expended by the Carlisle Recreation Commission, in consultation with the Planning Board (site plan review) and the Community Preservation Committee pursuant to the terms of the Town of Carlisle Community Preservation Grant Agreement #2022-004. Any portion of such sums not expended by June 30, 2025 shall be returned to the Community Preservation Open Space Reserve Fund.
- E. The ayes have it and the motion carried to appropriate Eleven Thousand Five Hundred Dollars (\$11,500) from the Open Space Reserve Fund to the Carlisle Conservation Commission for the restoration of Cranberry Bog Dam #1, and that such sums may be expended by the Carlisle Conservation Commission pursuant to the terms of the Town of Carlisle Community Preservation Grant Agreement #2022-005; and further that any portion of such sums not expended by June 30, 2025 shall be returned to the Community Preservation Open Space Reserve Fund.

ARTICLE 25
CPA Annual Recommendations (Majority Vote)

Nayes have it and the motion failed to amend the General Bylaws by adding a new Section 2.1.1 to provide for a regular fall Special Town Meeting, as described below:

2.1.1 The annual town meeting shall be held in February, March, April, May or June. Additionally, the Select Board shall call a regularly-scheduled special town meeting in each year, to be held in September, October or November. Nothing herein shall be construed as precluding additional special town meetings throughout the year. In the event that, after establishing the date of this regularly-scheduled special town meeting in a given year, the Select Board neither receives any warrant articles that it is obligated by statute or bylaw to include on the warrant, nor decides to include any warrant articles itself, then the Select Board may decline to call the regularly-scheduled special town meeting or publish the warrant for the same.

ARTICLE 26
Term of Town Governance Task Force (Majority Vote)

The ayes have it and the motion carried to authorize the continued operation of the Town Governance Task Force through the earlier of a fall Town Meeting in 2022, or December 31, 2022, after which time it shall be dissolved.

SELECT BOARD

The Carlisle Select Board is pleased to submit this summary of the status of the Town's affairs for the year ending December 31, 2022. Overall, we are pleased to report that the state of town is strong, and we find ourselves in a healthy and stable financial position. Carlisle continues to be a place of uncommon beauty and a wonderful place to live and raise a family.

The Board focused on assisting the Town with transitioning from remote and hybrid services to full in-person options when the COVID-19 moved into an endemic status. We navigated this transition while also helping to fill key executive and department-head positions to include the Town Administrator, Chief of Police, and the newly created Assistant Town Administrator/Human Resources Director.

With the Master Plan as a guide, we focused on goals and objectives from the following categories:

- 1.) Fiscal Stability
- 2.) Environmental Stewardship
- 3.) Connectivity and Access
- 4.) Carlisle Character and Caring

Working with our peer boards and our hard-working subcommittees, we look forward to continuing moving Carlisle Forward.

Fiscal Status

The transition from COVID-19 related expenses resulted in larger budget growth in 2022. The Annual Town Meeting approved a \$32,448,042. The budget supports educational investments and more robust Town Hall services. The Town also continued to invest in its Municipal Facilities and plan for larger capital projects like repairing inadequate town buildings. The town has approximately \$4.27 million in free cash and \$1.2 million in the Stabilization Fund. The General Fund unassigned fund balance was approximately \$5.4 million which, as a percentage of total general fund revenues is about 16.9% which is considered healthy.

2022 Highlights

New Town Administrator – Long-time Administrator Tim Goddard announced his retirement in early 2022, resulting in an extensive search for a new Town Administrator. The Select Board hired Steve Ledoux to serve as the Interim Town Administrator while the Board engaged with the consulting firm Community Paradigm. The Board agreed to hire Ryan McLane in June. McLane began serving as the new Town Administrator in August.

New Town Hall Faces – The Board hired several key staff members in 2022, rounding off an excellent Town Hall staff new hires capable of moving Carlisle Forward. Brian MacDonald was appointed to the Chief Assessor position in Early 2022. The Board also completed extensive recruitment for the newly created Assistant Town Administrator position, hiring Aubrey Thomas. Finally, the Board also assisted the Planning Board with defining the role and hiring Carlisle's first Town Planner.

Town Meeting - The Annual Town Meeting saw 148 registered voters deliberate on 26 articles including annual financial investments in the town budget, its educational commitments, and needed capital purchases. Town Meeting also approved additional funding for the Select Board's Municipal Facilities Committee to continue repairing and maintaining Town buildings. The town invested through a debt exclusion override in the Concord-Carlisle Regional High School paving project and the Council

on Aging saw their name change to the Council on Aging and Human Services to better reflect their overall mission.

New Member – The Select Board bid a fond farewell to Luke Ascolillo and welcomed new member Travis Snell. Travis begins a three-year term with the Board and served as the Board’s clerk in 2022.

Master Plan – The Board incorporated the new Master Plan into its annual goal setting process and aligned 2022 focuses to the plan’s many recommendations. We started the implementation process began by the Master Plan Steering Committee, directing staff to assign Master Plan recommendations to employees and boards/committees for accountability. We plan to make Master Plan implementation a formal focus in 2023.

ARPA Spending – Using strong recommendations from the ARPA Committee, the Board approved the following expenditures in 2022:

- Senior Home Heating Assistance
- Town Hall Reconfiguration
- Town Hall Records Management
- Wilkins HVAC Project - Engineering Study, Bid Documentation and Project Oversight
- Replacing the Clark Room Floor and Stacking Chairs
- Nutrition Support for Seniors in Need
- Online Mental Health Counseling COVID Program
- Carlisle Cultural Council Grant
- Wilkins HVAC Project
- Town Meeting - Electronic Voting System
- Organization of Future Clinics for Vaccinations and Boosters
- Carlisle Music Showcase @Old Home Day 2022 Expense Offset
- Cultural Grant Program
- COA Drivers Loss of Income
- Rental Assistance for Seniors in Need
- Conservation Land Signs
- Remove PFAS contamination from well water at the Gleason Library
- Replace Gleason Library roof top ventilation unit
- Remove PFAS contamination from well water at Town Hall
- Planning Board Document Scanning Initiative

Chief Fisher Resignation – Regrettably the Board accepted the resignation of Police Chief John Fisher who was selected to serve as Bedford’s Police Chief. After saying our proper goodbyes, we got to work looking for the town’s next police chief, organizing a screening committee. We look forward to hiring a new chief to continue improving our great police department.

Town Governance Task Force - In October, the Town Governance Task Force submitted its final written report to the Select Board with more than 30 recommendations including how to improve communications, promote greater transparency in town government, and clarify and strengthen the role of the Town Administrator. The Board thanks this group of hardworking volunteers for their insights and enormous time commitment. With the addition of more staff resources, the Board worked with the Town Administrator to increase collaboration across departments and committees, improve communications throughout Town Hall and with the community, and provide greater support to the Finance Committee and Select Board in our annual budget preparations. In 2023, the Board, Town Administrator, and Assistant Town Administrator will continue working on town governance issues described in the Governance Task Force report.

Public Safety Facilities Task Force - The Public Safety Facilities Task Force convened their first meeting in January. The group hired a consulting firm to help them determine the requirements and other needs of our existing police and fire departments. Working over many months, they considered many options, including what land might be available for a new public safety facility. After much deliberation, the Task Force brought their preliminary findings to the Select Board in the Fall. The Select Board supported their conclusion that the cost for a new facility would be too expensive and recommended that the focus should be on improving the current fire and police facilities. This is the direction to be pursued in 2023.

New Committees – We created two committees to assist us with improving the Town. First, we created the Transfer Station Action Committee (TSAC) to provide recommendations for improving the town’s transfer station. The committee’s charge includes:

- Reducing of the town’s solid waste tonnage
- Improving the town’s recycling efforts
- Improving the layout and appearance of the Transfer Station
- Reusing re-usable items
- Educating the community about the purpose of the Transfer Station
- Recommending additional improvements
- Monitoring and reporting on progress
- Supporting the DPW staff who manage the Transfer Station

We also created the Environment Sustainability Committee in 2022. Building on Carlisle’s Master Plan -- along with its Path to Zero Emissions Report, Hazard Mitigation Plan, and Open Space and Recreation Plan -- the ESC has developed an ambitious, multi-year work plan that describes municipal efforts, as well as an outreach program to help our residents, businesses, and institutions reach our common sustainability goals.

The ESC will provide recommendations to the Select Board that help Carlisle residents decarbonize their lifestyle, and to encourage them to support and regenerate the natural environment. The ESC will also assist the town government, departments, committees, and school to be leaders in the transition to a more sustainable, green community.

Appreciation

The Select Board would like to express our deep appreciation and admiration for all our dedicated town employees who do such a wonderful job providing the services for all of us. We are fortunate to have such a wonderful group of employees and public servants.

Finally, Carlisle could not function without the involvement and expertise of so many town volunteers. The number of people who volunteer their time and effort to the town is truly extraordinary. It is their enthusiasm, energy and talent that allow us to plan and manage the programs that make our town so special.

Respectfully submitted,

Barney Arnold (Chair), David Model (Vice Chair), Travis Snell (Clerk), Nathan Brown (Member), Kate Reid (Member).

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 and the negotiation, drafting or review of protocols, 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 and public records requirements, and ethics.

The pending litigation involving the Town includes:

Justin Robert Daghish et al. v. Carlisle Planning Board, Superior Court 2181CV00415 L1. This is the appeal of Justin Robert Daghish and Elizabeth Bing Daghish 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. This case remains active.

Divine Will Foundation v. Board of Assessors, Appellate Tax Board Docket No. F341607, F343900. The petitioner is the owner 83 McAllister Drive, a high-end single family residence. It applied for a property tax abatement for Fiscal Years 2020 and 2021, claiming that it was exempt from all real property taxes because the Foundation is a 501(c)(3) organization, and the property was being used in furtherance of its charitable purposes. The assessors disagreed, finding that the available evidence was that it was being used as primarily as a single family residence. After two years of discovery and argument, Divine Will dropped its claims, voluntarily dismissed the appeals to the ATB, and sold the property on February 25, 2022.

Michael Bush, et al. v. Linda Fantasia, et al., 1st Cir. Court of Appeals No. 22-1755. In 2021, eight Carlisle residents sued the Health Agent and other Town officials over the Board of Health's mask mandate for all indoor public spaces and private spaces open to the public. The suit, filed in federal court, claimed that the mandate was a violation of the plaintiffs' constitutional rights and federal law. The federal District Court dismissed the complaint in January 2022. The plaintiffs appealed and the case is now pending in the First Circuit Court of Appeals. The Town is defended by defense counsel retained by its insurer. Town Counsel has communicated with appointed counsel and is kept current by counsel with all case developments.

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.

Thomas J. Harrington
Miyares and Harrington LLP

TOWN ACCOUNTANT

Combined Balance Sheet - All Fund Types and Account Groups						
as of June 30, 2022						
(Unaudited)						
	Governmental Fund Types			Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS						
Cash and cash equivalents	7,872,587.91	6,004,319.23	196,436.98	4,490,054.45	-	18,563,398.57
Receivables:						
Personal property taxes	4,476.30	-	-	-	-	4,476.30
Real estate taxes	365,678.02	6,909.69	-	-	-	372,587.71
Allowance for abatements and exemptions	(185,741.28)	-	-	-	-	(185,741.28)
Tax liens	79,981.09	-	-	-	-	79,981.09
Motor vehicle excise	124,464.54	-	-	-	-	124,464.54
Ambulance	-	20,835.16	-	-	-	20,835.16
Departmental	-	6,981.32	-	-	-	6,981.32
Betterments not yet due	-	10,148.40	-	-	-	10,148.40
Due from other governments	-	459,694.29	-	-	-	459,694.29
Other receivables	-	425,000.00	-	-	-	425,000.00
Foreclosures/Possessions	88,525.88	-	-	-	-	88,525.88
Amounts to be provided - payment of bonds	-	-	-	-	11,295,000.00	11,295,000.00
Total Assets	8,349,972.46	6,933,888.09	196,436.98	4,490,054.45	11,295,000.00	31,265,351.98

Combined Balance Sheet - All Fund Types and Account Groups						
as of June 30, 2022						
(Unaudited) (cont.)						
	Governmental Fund Types			Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	(Memorandum Only)
LIABILITIES AND FUND EQUITY						
Liabilities:						
Warrants payable	509,074.39	127,127.84	-	17,164.00	-	653,366.23
Accrued payroll	1,271,500.22	13,489.02	-	7,525.25	-	1,292,514.49
Withholdings	216,656.37	-	-	-	-	216,656.37
Deferred revenue:						
Real and personal property taxes	184,413.04	6,909.69	-	-	-	191,322.73
Tax liens	79,981.09	-	-	-	-	79,981.09
Foreclosures/Possessions	88,525.88	-	-	-	-	88,525.88
Motor vehicle excise	124,464.54	-	-	-	-	124,464.54
Betterments not yet due	-	10,148.40	-	-	-	10,148.40
Other receivables	-	425,000.00	-	-	-	425,000.00
Ambulance	-	20,835.16	-	-	-	20,835.16
Tailings	51,541.64	-	-	-	-	51,541.64
Agency Funds	-	-	-	1,558.22	-	1,558.22
Bonds payable	-	-	-	-	11,295,000.00	11,295,000.00
Total Liabilities	2,526,157.17	603,510.11	-	26,247.47	11,295,000.00	14,450,914.75
Fund Equity:						
Reserved for encumbrances	217,780.95	-	-	-	-	217,780.95
Reserved for continuing appropriations	1,148,643.40	-	-	-	-	1,148,643.40
Reserved for expenditures	-	211,118.50	-	-	-	211,118.50
Reserved for CPA open space	-	240,073.00	-	-	-	240,073.00
Reserved for CPA historic	-	331,620.58	-	-	-	331,620.58
Reserved for CPA community housing	-	438,981.12	-	-	-	438,981.12
Reserved for premiums	-	-	-	-	-	-
Undesignated fund balance	4,457,390.94	5,108,584.78	196,436.98	4,463,806.98	-	14,226,219.68
Total Fund Equity	5,823,815.29	6,330,377.98	196,436.98	4,463,806.98	-	16,814,437.23
Total Liabilities and Fund Equity	8,349,972.46	6,933,888.09	196,436.98	4,490,054.45	11,295,000.00	31,265,351.98

FY 2022 General Fund Budget Analysis					
	FY 2022	FY 2022			Closed to
	Revised Budget	YTD Expenditures	Encumbrances	Carry Forwards	Fund Balance
Town Counsel	125,000.00	98,017.28	7,000.00	-	19,982.72
Historical Commission	10,500.00	6,757.17	-	-	3,742.83
Board of Appeals	11,494.00	10,626.24	-	-	867.76
Finance Committee	300.00	180.00	-	-	120.00
Moderator	50.00	50.00	-	-	-
Selectmen	70,574.00	77,998.25	-	-	(7,424.25)
Copy Machine	11,500.00	21,473.45	-	-	(9,973.45)
Town/Fincom Reports/Town Mtg.	7,000.00	9,159.21	-	-	(2,159.21)
Flag & Clock Care	6,475.00	1,185.28	5,000.00	-	289.72
Miscellaneous	17,300.00	19,464.91	-	-	(2,164.91)
Town Administrator	188,662.00	177,767.90	332.91	-	10,561.19
Small Capital	10,500.00	6,000.00	-	-	4,500.00
Town Accountant	150,258.00	149,362.11	-	-	895.89
Audit	38,750.00	38,750.00	-	-	-
Town Hall	369,315.00	337,047.32	13,729.66	-	18,538.02
Total General Expenses & Town Hall	1,017,678.00	953,839.12	26,062.57	-	37,776.31
Citizen Recognition	275.00	-	-	-	275.00
Assessors	170,296.00	128,983.94	476.49	-	40,835.57
Treasurer	277,479.00	258,369.92	-	-	19,109.08
Town Clerk	117,888.00	116,027.48	992.73	-	867.79
Planning Board	120,200.00	71,199.45	-	-	49,000.55
Energy Task Force	3,500.00	-	-	-	3,500.00
Total General Government	1,707,316.00	1,528,419.91	27,531.79	-	151,364.30
Police Department & Station	1,842,226.00	1,837,524.55	958.81	-	3,742.64
Fire Department & Ambulance	675,349.00	641,979.80	31,264.52	-	2,104.68
Communications	438,847.00	432,260.49	-	-	6,586.51
Conservation Commission	169,373.00	148,318.21	8,052.67	-	13,002.12
Dog Officer & Animal Control	15,557.00	6,357.70	-	-	9,199.30
Building Inspector	40,348.00	33,140.45	-	-	7,207.55
Street Lighting	4,000.00	2,264.62	-	-	1,735.38
Total Protection of Persons & Property	3,185,700.00	3,101,845.82	40,276.00	-	43,578.18
Board of Health	127,036.00	115,165.57	256.75	-	11,613.68
Total Board of Health	127,036.00	115,165.57	256.75	-	11,613.68
D.P.W. Admin & Other Highway	820,273.00	793,128.35	409.59	-	26,735.06
D.P.W. Construct. & Maint.	88,416.00	61,852.03	-	-	26,563.97
Snow And Ice Removal	148,500.00	143,446.31	5,053.00	-	0.69
Transfer Station	274,731.00	273,563.31	273.60	-	894.09
Total Public Works	1,331,920.00	1,271,990.00	5,736.19	-	54,193.81
Youth Commission	4,015.00	-	-	-	4,015.00
Council on Aging	245,585.00	242,905.97	-	-	2,679.03
Veteran's Agent	20,000.00	18,842.42	-	-	1,157.58
Total Public Assistance	269,600.00	261,748.39	-	-	7,851.61

SPECIAL REVENUE FUNDS						
	Description	Beginning Balance	Revenue	Expenditures	Transfers In/(Out)	Ending Balance
Federal Grants						
19330	Water Holes	562.09	-	-	-	562.09
19376	DEA Forfeiture	13.90	-	-	-	13.90
19398	Food for Vulnerable Residents	-	5,000.00	(5,000.00)	-	-
24301	ESSER I/II (113/115)	-	19,900.00	(20,000.00)	-	(100.00)
24302	COVID School Reopening (102)	-	128,250.00	(122,440.80)	-	5,809.20
24303	Early Childhood SPED (298)	-	1,217.00	(1,217.00)	-	-
24304	FY21 COVID Prev Fund	-	16,125.00	(16,125.00)	-	-
24327	Teacher Quality (140)	-	7,588.00	(7,551.03)	-	36.97
24329	IDEA (240)	-	151,696.00	(151,696.00)	-	-
24330	Special Education (262)	-	9,007.00	(9,007.00)	-	-
24334	Title I	-	15,379.00	(15,379.00)	-	-
24371	SPED Program Improvement (274) FY09	-	2,736.00	(1,136.00)	-	1,600.00
24398	Title IV (309)	-	4,415.00	(3,609.38)	-	805.62
30	CARES	(10,112.16)	333,116.00	(410,089.70)	-	(87,085.86)
31	FEMA	(18,597.96)	63,790.10	(171,043.74)	-	(125,851.60)
32	ARPA	-	274,859.62	-	-	274,859.62
		(28,134.13)	1,033,078.72	(934,294.65)	-	70,649.94
State Grants						
19302	Polling Hours	2,980.17	479.19	(3,459.36)	-	-
19304	COA State Grant	-	12,360.00	(12,360.00)	-	-
19306	Library State Aid	31,144.94	7,415.56	(2,545.17)	-	36,015.33
19307	Arts Council	7,832.84	4,901.67	(4,565.47)	-	8,169.04
19331	Civil Defense	2,667.16	-	-	-	2,667.16
19341	Peer Assistant Grant	39.62	-	-	-	39.62
19346	BOH - Mini Grants	-	10,000.00	(3,245.00)	-	6,755.00
19350	State Firefighting Equipment Grant	-	10,000.00	(10,000.00)	-	-
19355	COA - Mini Grants	-	17,493.20	(17,493.20)	-	-
19361	911 Grants	-	40,079.16	(40,079.16)	-	-
19362	CHNA15 Grant	-	3,500.00	(2,585.00)	-	915.00
19370	LRTA	-	46,986.28	(46,986.28)	-	-
19377	Green Community Grant	1,806.41	-	-	-	1,806.41
19379	Solarize MA Grant	29.27	-	-	-	29.27
19385	State IT Grant	17,547.57	-	-	-	17,547.57
19387	State Grant - Complete Streets	-	-	(250,000.00)	-	(250,000.00)
19392	Med Project Grant	691.12	1,300.00	-	-	1,991.12
19393	Access for All Grant	-	11,935.00	(10,560.44)	-	1,374.56
19394	DPW MIIA Trench Grant	-	6,981.98	(6,981.98)	-	-
19395	MVP Planning Grant	-	27,000.00	(27,000.00)	-	-
19397	State Grant - Small Bridges	-	-	(61,250.00)	-	(61,250.00)
19399	State Recycling Grant	-	3,150.00	-	-	3,150.00
19400	Recreation Commission - Dog Park Grant	-	25,000.00	-	-	25,000.00
		64,739.10	228,582.04	(499,111.06)	-	(205,789.92)
Receipts Reserved for Appropriation						
19315	Conservation Commission Intents	6,638.35	4,399.50	(4,509.24)	-	6,528.61
19316	Cemetery Lots	12,606.48	1,600.00	(2,409.49)	-	11,796.99
19334	Ambulance Receipts	134,548.31	100,869.44	(53,000.00)	-	182,417.75
19383	PEG Access/Cable TV	336,917.32	101,455.62	(48,986.92)	-	389,386.02
19388	Transportation Network - Receipts Reserve	1,043.90	166.50	-	-	1,210.40
19396	Bond Premium Reserve	18,417.97	56,940.97	(46,723.00)	-	28,635.94
		510,172.33	265,432.03	(155,628.65)	-	619,975.71

SPECIAL REVENUE FUNDS (cont.)						
	Description	Beginning Balance	Revenue	Expenditures	Transfers In/(Out)	Ending Balance
Revolving Funds						
19309	Health 53E 1/2	41,027.57	95,514.00	(84,681.11)	-	51,860.46
19311	Stickers 53E 1/2	124,438.98	47,470.50	(141,248.16)	-	30,661.32
19312	Recreation 53D	119,789.23	153,567.67	(120,389.74)	(16,058.38)	136,908.78
19314	Planning Board 53G	52,484.37	25,888.29	(19,054.97)	-	59,317.69
19317	Insurance Refunds	5,939.19	27,347.46	(27,868.75)	-	5,417.90
19329	Trail Maps	9,679.21	2,501.60	-	-	12,180.81
19333	Youth Commission 53E 1/2	10,287.73	-	-	-	10,287.73
19340	Zoning Board of Appeals 53G	799.34	863.51	-	-	1,662.85
19342	Historical Commission 53E 1/2	510.00	650.00	(510.00)	-	650.00
19344	Foss Farms/Garden Plots	3,968.88	2,000.00	(441.35)	-	5,527.53
19354	Building 53E 1/2	116,907.05	137,811.56	(129,423.57)	-	125,295.04
19357	Council of Ages 53E 1/2	41,300.50	8,048.00	(1,410.00)	-	47,938.50
19360	Conservation Commission 53G	2,307.71	9,050.52	(3,653.30)	-	7,704.93
19381	COA - Transportation 53E 1/2	7,191.40	1,020.00	(852.00)	-	7,359.40
19389	Deer 53E 1/2	223.50	-	-	-	223.50
19390	IOD Indemnity Fund (111F)	-	47,571.40	(47,571.40)	-	-
28312	CEF	2,127.01	0.19	(698.00)	-	1,429.20
28313	Ed Use of School Buildings	13,778.76	1,268.37	(658.79)	-	14,388.34
28314	Libri Amissi/Lost Books	3,627.24	226.59	-	-	3,853.83
28316	Athletic Account	154.86	28,060.00	(18,356.00)	-	9,858.86
28318	School Gifts	99,348.41	8,953.16	(11,037.02)	-	97,264.55
28319	Music	15,241.53	380.00	(1,999.00)	-	13,622.53
28320	CSA	4,167.13	13,737.33	(14,555.56)	-	3,348.90
28321	Play	665.14	-	-	-	665.14
28325	Preschool Gift	110,744.74	144,532.50	(5,800.00)	-	249,477.24
28326	Transportation Fees 53E 1/2	-	24,734.52	(719.13)	-	24,015.39
28327	Circuit Breaker	289,646.00	165,926.00	(289,646.00)	-	165,926.00
		1,076,355.48	947,123.17	(920,573.85)	(16,058.38)	1,086,846.42
Other Special Revenue						
17	CPA - Affordable Housing	94,843.65	24.13	-	-	94,867.78
20	CPA	2,421,839.82	674,414.29	(22,896.50)	-	3,073,357.61
23	Title V Betterments	-	3,985.90	(3,985.90)	-	-
18000	School Lunch	122,469.96	163,751.83	(157,690.88)	-	128,530.91
19320	Library Gifts	7,797.14	45.63	(20.63)	-	7,822.14
19321	Conservation Gifts	16,759.90	-	(30.00)	-	16,729.90
19322	Police Gifts	-	48,000.00	-	-	48,000.00
19323	Fire Gifts	4,961.65	-	-	-	4,961.65
19324	COA Gifts	25,260.95	10,786.00	(1,789.80)	-	34,257.15
19325	Recreation Gifts	5,289.92	-	-	-	5,289.92
19326	Campbell Flag	19.00	-	(19.00)	-	-
19328	COA Van/Transportation Gift	8,858.87	907.00	-	-	9,765.87
19332	Roadway Reconstruction (Chapter 90)	(121,835.93)	57,379.83	(356,844.60)	-	(421,300.70)
19335	Pathways Gifts	12,187.48	2.76	-	-	12,190.24
19336	Town Gifts	34,476.84	-	(6,227.31)	-	28,249.53
19337	Elderly/Disabled Aid	23,224.43	5.27	-	-	23,229.70
19338	Restorative Justice	492.51	-	-	-	492.51
19347	Library - Mini Grants	35,693.81	-	(11,001.42)	-	24,692.39
19348	Trails Grant	54.11	999.00	-	-	1,053.11
19358	Center Park Gifts	6,385.55	200.14	(723.75)	-	5,861.94
19363	Wilson/Adreassen Gifts	2.64	-	-	-	2.64
19365	School Building Commission Gifts	42.07	-	-	-	42.07
19366	Title V Grant	886.93	-	-	-	886.93
19367	Honor Roll Gifts	390.00	-	-	-	390.00
19369	Public Health Grants	579.46	6,724.88	(6,890.57)	-	413.77
19372	Carlisle Community Chorus Gifts	4,803.22	500.00	(899.00)	-	4,404.22
19373	Friends of COA Grant	5,787.19	19,862.93	(23,449.62)	-	2,200.50
19380	Trails Gifts	4,161.75	1,200.00	(2,381.75)	-	2,980.00
19382	COA - Fuel Assistance Gifts	5,613.46	1,000.00	(500.00)	-	6,113.46
19384	Veterans Commission Gift Fund	128.62	-	-	-	128.62
		2,721,175.00	989,789.59	(595,350.73)	-	3,115,613.86
	Total Special Revenue Funds	4,344,307.78	3,464,005.55	(3,104,958.94)	(16,058.38)	4,687,296.01

CAPITAL PROJECT FUNDS							
	Description	Beginning Balance	Bond Proceeds	Bond Premium	Expenditures	Transfers In/(Out)	Ending Balance
60200	School Project	101,579.68	-	-	-	-	101,579.68
60300	Small School Project	5,471.39	-	-	-	-	5,471.39
60400	O'Rourke Land	635.76	-	-	-	-	635.76
60410	Ladder Truck	2,264.00	-	-	-	-	2,264.00
60420	Tanker Truck TM0415	(539,490.56)	464,000.00	39,500.00	-	36,500.00	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
61500	Goff-Moseley Land Purchase	(237,525.00)	204,000.00	17,525.00	-	16,000.00	-
61600	Communications Project	(2,510,378.85)	2,316,000.00	265,100.00	(165,411.15)	200,000.00	105,310.00
61700	One Ton Truck TM0419	(43,105.55)	43,000.00	2,355.31	-	-	2,249.76
61800	Wood Chipper	(47,644.69)	43,000.00	4,644.69	-	-	-
61810	Remove Underground Tank Generator	(7,312.50)	46,500.00	4,400.00	(32,707.75)	-	10,879.75
61820	DPW Septic/Trailer	(12,153.24)	184,500.00	17,600.00	(175,205.31)	-	14,741.45
61830	School Parking Lot Paving	(125,000.00)	214,000.00	24,000.00	(113,000.00)	-	-
65	CPA Capital Projects	39,262.15	-	-	-	(39,262.15)	-
	Total Capital Project Funds	(3,322,136.56)	3,515,000.00	375,125.00	(486,324.21)	213,237.85	294,902.08

TRUST FUNDS								
	Description	Beginning Balance	Revenue	Expenditures	Transfers In/(Out)	Ending Balance	Nonexpendable Portion	Expendable Portion
82401	Blood School	4,349.12	0.96	-	-	4,350.08	500.00	3,850.08
82403	Gleason Clock	1,785.38	0.41	-	-	1,785.79	600.00	1,185.79
82404	Richardson Library	1,279.09	0.27	-	-	1,279.36	1,000.00	279.36
82406	Litchfield Cemetery	3,246.39	0.75	-	-	3,247.14	500.00	2,747.14
82407	Green Cemetery	6,438.84	1.48	-	-	6,440.32	1,000.00	5,440.32
82408	Green Public Grounds	2,577.58	0.56	-	-	2,578.14	1,000.00	1,578.14
82409	Green Sidewalk/Tree	8,027.04	1.83	-	-	8,028.87	1,000.00	7,028.87
82410	Green Library	1,279.27	0.27	-	-	1,279.54	1,000.00	279.54
82414	Melone Library	275,231.46	62.55	(10,020.16)	-	265,273.85	81,249.41	184,024.44
82416	Perpetual Care	174,680.33	1,639.74	(3,638.00)	-	172,682.07	-	172,682.07
82418	Conservation	64,208.84	129.99	-	-	64,338.83	-	64,338.83
82420	Hollis Trust Fund	180,899.88	41.07	-	-	180,940.95	-	180,940.95
85822	Gleason Poor	11,909.71	2.71	-	-	11,912.42	8,192.27	3,720.15
85825	Heald Poor	512.17	0.13	-	-	512.30	200.00	312.30
85831	Robbins Loan	59,905.90	13.60	-	-	59,919.50	5,000.00	54,919.50
85832	Caroline Hill	170,260.92	38.16	(5,875.00)	-	164,424.08	62,578.70	101,845.38
85833	Titus Scholarship	15,879.96	3.60	-	-	15,883.56	3,000.00	12,883.56
85839	Lapham Scholarship	41,839.81	9.51	-	-	41,849.32	20,000.00	21,849.32
85841	Vivian Chaput Memorial Scholarship	3,131.38	0.69	-	-	3,132.07	-	3,132.07
29837	Stabilization	1,197,777.62	2,330.50	-	-	1,200,108.12	-	1,200,108.12
86000	OPEB Trust	1,960,207.90	530,923.98	-	64,697.00	2,555,828.88	-	2,555,828.88
		4,185,428.59	535,202.76	(19,533.16)	64,697.00	4,765,795.19	186,820.38	4,578,974.81

TAX COLLECTOR

Schedule of Outstanding Receivables

As of June 30, 2022

Real Estate & Taxes

Levy of 2022	\$ 243,412.00
Levy of 2021	\$ 65,617.00
Levy of 2020	\$ 45,816.00
Levy of 2019	\$ 10,424.00
Prior Years	\$ 409.00
Total Real Estate Taxes	\$ 365,678.00

Personal Property Taxes

Levy of 2022	\$ 2,212.00
Levy of 2021	\$ 701.00
Levy of 2020	\$ 578.00
Levy of 2019	\$ 91.00
Prior Years	\$ 894.00
Total Personal Property Taxes	\$ 4,476.00

Deferred Property Taxes \$ -

Taxes in Litigation \$ -

Motor Vehicle Excise Taxes

Levy of 2022	\$ 81,971.00
Levy of 2021	\$ 20,058.00
Levy of 2020	\$ 5,753.00
Levy of 2019	\$ 3,255.00
Prior Years	\$ 13,428.00
Total Motor Vehicle Taxes	\$ 124,465.00

Tax Liens / Tax Title \$ 79,981.00

Tax Foreclosures / Tax Possessions \$ 88,526.00

TOWN TREASURER

The following is a summary of the financial records and balances of the Town Treasurer for the
Fiscal Year ending June 30, 2022.

CASH BALANCE

Cash Balance, July 1, 2019	Balance July 1, 2021	\$	17,303,930.99
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Cash Balance, June 30, 2021	Balance June 30, 2022	\$	18,563,398.57
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ACCOUNT BALANCES

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

Eastern Bank	3,487,748.23	3,991,867.64
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Enterprise Bank	5,737,876.12	2,843,458.13
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UNIBank	5,096,641.85	4,746,330.91
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Mass. Municipal Depository Trust		287,225.35
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Total Interest Bearing Accounts	\$	14,322,266.20
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Combined Investment Fund:

Eastern Bank	\$	215,453.11
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Total Combined Investment Fund	\$	-
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Trust Funds

Eastern Bank	\$ 270,461.84	297,274.71
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Mass. Municipal Depository Trust	1,606,747.16	1,314,381.95
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Bartholomew & Company	\$ 2,363,923.37	2,555,758.88
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Total Trust Funds	\$	4,241,132.37
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TOTAL CASH AND INVESTMENTS	\$	18,563,398.57
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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 a previous calendar year as of January 1st preceding start of the fiscal year. The elected Board of Assessors provide 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 the prior calendar year. Market Value is established by willing buyers and sellers and establish 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 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 2023 fiscal year was a year of change within Carlisle Assessors Department. Brian Macdonald was hired as the new Principal Assessor on February 4th. Fiscal Year 2023 valuations were adjusted to their full and fair cash value using sales from calendar year 2021. Assessed valuations increased by an average of 20% with some styles of homes even exceeding this extraordinary percentage increase. The department was unable to find a suitable candidate for the Assistant Assessor position between February and December of 2022. The Board of Assessors remains committed to locating a viable candidate with the potential to manage the department in a time of crisis in order to prevent a similar emergency that occurred in 2021.

Kenneth Mostello, Chairman
David Boardman
Teresa Pauler Kvietkauskas
Brian MacDonald, Principal Assessor

BUILDING COMMISSIONER

During the period January 1, 2022 through December 31, 2022, 248 building permits were issued as follows, and \$109,064.70 collected in fees, which were turned over to the Town Treasurer. The Building Inspector addressed 2 zoning issues and complaints.

Number of Permits

4 New Dwelling

4 Addition

157 Alteration

4 Garage

4 Porch/Deck

0 Barns

6 Woodstove

2 Pool

40 Roof

31 Solar

INSPECTOR OF WIRES

During the period January 1, 2022 through December 31, 2022, 311 electrical permits were issued and \$21,612.50 collected in fees and turned over the Town Treasurer.

PLUMBING INSPECTOR

During the period January 1, 2022 through December 31, 2022, 129 plumbing permits were issued and \$7,100.50 collected in fees, which were turned over to the Town Treasurer.

GAS INSPECTOR

During the period January 1, 2022 through December 31, 2022, 137 gas permits were issued and \$3,750.00 collected in fees, which were turned over to the Town Treasurer.

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

Housing Production Plan

The major focus of the CAHT in 2022 was the commission of The Metropolitan Area Planning Council (MAPC) to write an updated Carlisle Housing Production Plan. In Massachusetts, a Housing Production Plan (HPP) is a community's proactive strategy for planning and developing affordable housing. It identifies the housing needs of a community and the strategies it will use to make progress in the development of affordable housing.

The HPP project was partially funded by a grant from MAPC with the balance paid from Community Preservation Act funds. A cross-functional Housing Production Plan committee was formed including representatives of the School Committee, DEI Committee, Planning Board, Select Board, Council on Aging, a developer, and residents at large. The final version of the HPP was released to the Planning and Select Boards for review on November 30 and awaits adoption by those boards early in 2023.

Benfield Farms Infrastructure Support

The Community Preservation Committee (CPC) grant of \$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, and the system awaits final approval pending successful testing.

FY23 CPC Community Housing Grant

The trust applied for and received a grant of \$60,000 from CPC to enable it to perform due diligence on any properties which might come up for sale, and to develop any parcels which may be town owned that would be appropriate for housing. The grant may also be used to fund educational efforts about affordable housing.

Rocky Point Affordable Condominium

Progress was made toward encouraging the bank owner of the foreclosed income-restricted condominium unit at Rocky Point to do what is necessary to prepare the property for marketing and sale to a qualified buyer. As a result, the property is currently on the market after close to three years of standing vacant.

Collaboration with Habitat for Humanity of Greater Lowell

The Trust continues to keep in touch with Habitat for Humanity of Greater Lowell, looking for an opportunity to find a property that can be developed as affordable housing that fits the neighborhood. Habitat works closely with a family advocate, churches, and schools to support new residents in a town and has not had one foreclosure in the 50 homes they have built. Habitat does the land inspection, the work leading up to building, and conducts the required Fair Housing lottery. They also have experience with septic systems which is helpful for us in Carlisle. This is would also provide a great opportunity for residents to get involved in community service in town.

Carlisle Affordable Housing Trust

Gina Fox

Carolyn Ing, Secretary

Christine Johnson

Mark Levitan, Treasurer

Kate Reid, Co-Chair

Beverly Shorey, Co-Chair

Brian Waterson

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. In addition to administering the Wetlands Protection Act and Carlisle Wetlands Bylaw, the Commission provides the town with experience in engineering, farming, environmental law and education, wildlife biology, wetland science and habitat protection. At the end of this year the Commission was seeking a new member to fill the position for retiring Commissioner Lee Tatistcheff, who had been on the Commission for over 10 years. She is missed. This was the third year of Covid -19 Pandemic precautions and the Commission continued to hold its hearings virtually via Zoom remote participation. Agendas, meeting dates, deadlines and filing information, including full wetlands applications and plans, were posted on the Town of Carlisle website: www.carlislema.gov for full public review. In recent years, the Commission has been reviewing particularly challenging projects for work in protected resource areas. This did not end because of the pandemic. The Commission met 21 times during 2022, on par with pre-covid meeting schedules, addressing not only wetlands permitting, but also management of approximately 1175 acres of Town-owned Conservation lands.

Wetlands Permitting: As can be seen in the chart below, 2022 continued to be a busy permitting year with work reviewing proposed projects located within the 100-foot Buffer Zone of Bordering Vegetated Wetland and also 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 themselves. Particularly sensitive projects and those before multiple boards often require hearings to take place over several months.

ACTIVITY	2020	2021	2022
Applications			
Notice of Intent/Order of Conditions	15	32	24
Amendments to Orders of Conditions	3	4	1
Request for Determination (RDA/DOA)	7	5	4
Resource Area Delineation (ANRAD)	1	1	1
Order of Resource Area Delineation (ORAD)	1	3	2
Certificates of Compliance	27	14	20
Extensions to Orders of Conditions/ORAD	3	2	3
Enforcement Orders	6	7	6
Emergency Certificates/Administrative Approvals	13	14	2
Conservation Restriction Violation	1	0	0
Project Denials/Appeals	1	0	0
Conservation Land Use Permits	13	17	14
Camping Permits	1	2	2
Administrative Approvals/Tree Removal Applications		9	

Because water travels beyond property lines, wetland law, bylaw and the regulations were promulgated to 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 the 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. COVID-19 restrictions did

not change requirements, but new procedures, including holding remote hearings, and approving and issuing permits had to be adapted and adopted.

The Commission receives fees from applicants under both the WPA and the Carlisle Nonzoning Wetlands Bylaw to help offset the expenses to the town for implementing wetlands filings. In the year 2022 the Commission returned \$15,862.50 in local fees submitted by applicants under Carlisle's local bylaw to the Town's General Fund, a very modest increase from 2021. Filing fees for those same projects submitted to the Commission under the Commonwealth's Wetlands Protection Act are separately managed by the Commission under the direction of the Select Board and can only be used for wetlands related activities. This year \$4,545.50 were received, a modest decrease from 2021.

Conservation Land Management Challenges

The value and appreciation of Carlisle's many public open spaces and trails apparent during the early years of the Covid-19 pandemic continues and sensitive areas must be monitored for overuse. Several conservation properties have specific management challenges, including recovery from construction.

Carlisle Cranberry Bog: During this past year an effort to control invasive *Phragmites australis*, permitted in 2021, began. The Carlisle DPW cut down the previous year's dead stalks and licensed applicator John Bakewell treated the new growth. More effort to control this species will continue through 2023. 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 order of that agency noted deficiencies that categorized the dam to be in poor condition. The next inspection will occur in 2025. In 2022 a Notice of Intent under the Wetlands Protection Act was filed with a plan for the repair to the Conservation Commission and submitted to ODS for its approval. At the close of 2022 the Commission was waiting for the ODS review comments. The Commission also submitted an application to use Community Preservation Act funds for repair costs. An additional challenge on that dam was a recently constructed beaver lodge located on the side of and into this earthen dam. Special permission was obtained from the Massachusetts Division Fisheries and Wildlife to remove the lodge once the beaver was euthanized. In the end, the beaver died of natural causes and the lodge removed. The Cranberry Bog Working Group is still meeting to develop an overall management plan for the bog areas of the Cranberry Bog Conservation Land now that cranberry harvesting has ceased.

Greenough Dam: This 20-year repair challenge was finally nearly completed at the end of 2021. This year site recovery was underway to allow vegetation to become established on the slopes of the dam but was challenged by an extended drought during the entire growing season. Both the newly installed spillway and the drought created an observable change to the pond level and of the commission's understanding of the site. However, some residents were concerned that there could be upstream flooding due to beaver damming at the spillway and other residents were concerned that the spillways were allowing the pond to nearly drain. A proposal to install flashboards to retain water in the pond during the summer months was put on hold until the site was more fully assessed under normal circumstances. Greenough will likely be subject to yet another change in the near future. The once large, beautiful, but now derelict, barn on the site is now considered a safety hazard. Its removal has been approved by the Select Board and supported by the Conservation Commission.

Russell Conservation Land: The Russell Conservation Land abuts and partly envelopes Spencer Brook and features a large mature forest, open fields, riverine and pond habitat called home to fish, turtles, beavers, geese and ducks. The recently completed Garrison Place Senior Residential development is complete, and the field area that was subject to some construction has recovered. Although the field

areas are available for agriculture such as hay or grazing, a farmer has not yet been licensed. The now-established trail on the land leads past a lively heron rookery just off site on private land. There is currently no on-site parking area for trail visitors. A dense knotweed population that was recently subject to chemical control will need to be monitored for regrowth to contain this aggressive invasive plant. A portion of the Russell Conservation Land, including a small field, is located across Spencer Brook and abuts Russell Street and the yard of a private home. Appropriate management of this field needs to be determined and implemented.

Benfield Conservation Land: During 2022, Benfield Conservation Land began its recovery from yet another major construction project on conservation land. The property's open fields support a septic field and the public water supply well for the 26-unit Benfield Farms senior housing complex located on South Street. The original septic field built for this project soon failed and was replaced in 2021. By the end of the 2022 growing season the site of the completed septic system was still not fully vegetated, possibly due to the long drought. It will need to be addressed prior to a Certificate of Compliance. The remainder of the field area was able to be mowed again this year by long-time field mower Jack O'Connor. The normally wet cart path leading to the conservation land from the housing had been augmented with stone to allow construction vehicle access. Some of the stone was allowed to remain to assist with on-foot travel, but this needs some refining. The Commission's long-planned work to complete restoration of the field's edges was again postponed because of the septic work.

Foss Farm Conservation Land: The Conservation Commission continued to provide multiple activities for the public. Over 100 community garden plots are disked in the spring by farmer Mark Duffy, who has held the license agreement for farming 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, helps with these many garden management tasks. The Community Gardens are a volunteer driven activity with administrative support provided by the Commission staff. Area youth and adults use the property's riding rings for horse jumping and dressage training and help with Foss Farm maintenance by mowing the non-agricultural field area near the rings. In November, after the harvest, the Carlisle Cub Scouts held their annual all-day rocket launch event. Other local Boy Scouts hold outdoor evening meetings there. A camp-out by a Boy Scout Troop from Lowell needing a place to stay while canoeing on the Concord River was also approved by the Commission. 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 beyond. As in 2021, no sled dog training took place on Foss Farm, an activity which has taken place on this property since the early 1940's.

Woodward Conservation Land. This newly acquired 32+ acre property abutting Woodward Village Residential Open Space Community and Carlisle's section of Great Meadows National Wildlife Refuge (formerly O'Rourke) all came together in 2021 with the 6 previously acquired acres of Woodward field area to create this 38-acre conservation property. Once construction activities on the Village ceases, linking trails to the previously existing trails already connecting to trails through the refuge from Foss Farm and Greenough Conservation lands will be a valuable asset, especially for residents on Maple Street and within Woodward Village. The newest land is primarily forested low-lands and wetlands with a large vernal pool.

Towle Conservation Land: The Conservation Commission continued its initiative to address invasive exotic plants and noxious poison ivy on the Towle Conservation Land. The Commission has an Order

of Conditions for use of herbicide within the wetland jurisdictional areas of Towle. Licensed applicator and former resident, John Bakewell who has been treating poison ivy and invasive plants on the field, has brought a significant improvement in the field over the years. This year, to assist with native pollinators and upon the recommendation of the land stewards, the mowing management was revised by sectioning the 20-acre field into three areas, each to be mowed at the end of the growing season upon 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. The Commission thanks retiring field mower, Jack O'Connor, for his many years of Towle Field mowing care. In 2021 a beaver population became established in the interior forested area of the Towle Conservation Land, dramatically changing the hydrology of the interior of the land. Many trees were girdled and several beaver dams within the Towle property and on private land downstream created an extensive ponded area requiring a trail to be relocated. The drought during the summer of 2022 dried up these ponds but they returned in the fall. In November the local Boy Scout troop held its annual Thanksgiving in the Woods camping trip in the Towle woods, during which they roasted a turkey over a campfire.

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

Scientific study: The Commission continued its support for scientific study on several of their properties. In 2022 a project begun in 2020 by Zoo New England to establish the state-listed rare plant, New England Blazing Star, continued on Foss Farm with monitoring established plants and planting additional plants nearby. The North American Bat Study continued with towers containing high-frequency microphones on both Foss Farm and at the Cranberry Bog, was again set up briefly for data collection. The Project is part of a multinational effort to document bat activity and species and is anticipated to continue into the years ahead. Another continuing study, the Suburban Wilds Deer Project, was begun by the University of Wisconsin and supported locally by Boston University, monitors by camera deer activity on several conservation lands. This year a confirmed sighting of Blanding's Turtle on conservation land abutting the US. Fish and Wildlife Refuge was reported to the Natural Heritage and Endangered Species Program and to Refuge staff for potential future monitoring.

Other Initiatives: Increasingly tree removal in the Commission's jurisdictional areas around private homes has become time consuming for both the Commission, its staff, and to the residents who have trees they feel pose a danger to their property. To assist property owners who need help with a small number of trees, the Commission developed a Tree Removal Policy that allows up to five trees to be removed within the 100-foot Buffer Zone and other jurisdictional areas under some conditions, including Commission review at a public meeting. This is outside the formal filing process unless circumstances are such that the Commission feels the normal wetland filing procedures must be followed. Details of this policy were posted on the commission's website and residents soon began taking advantage of the process.

Although not yet completed during 2022, the Conservation Commission initiated a project to revamp and modernize the Special Orders of Conditions it issues for wetlands permitting projects; it anticipates

implementing them in early 2023. With the completion of the Open Space and Recreation Plan March 2021, the office is tracking new information for inclusion in the next Plan. The current Plan allows the Commission to apply for state grant opportunities until March 2028; it recommends that that update begin in 2026.

A push for Carlisle Town Hall departments to make as many documents as possible available in a digital format began during 2022, with a purpose of creating space in Town Hall taken up by filing cabinets used for storing paper documents. Procedures are also becoming more digitized for the purpose of efficiency and for ease of public access. Assistant to the Administrator, Mary Hopkins, has been managing digitizing archival documents and posting WPA filings on the Commission's website. Beginning in 2020 the website included all wetland filings, with updated plan changes for the public to review for project hearings, making it more convenient for the public to review projects of interest to them. The page also holds information on Wetlands Protection Act filing procedures, information about their Conservation Lands, news, meeting minutes and agendas, Foss Farm Gardening information, invasive plant information and a list of plants native to Middlesex County for wetlands jurisdictional area use. There are also helpful links to other environmental information and the 2021 Open Space and Recreation Plan.

The conservation staff, Conservation Administrator Sylvia Willard, and Mary Hopkins, Assistant to the Administrator, continued to provide support to the members of the Commission, its associated committees and to the public. The office staff also acts as a communication link between the Commission, project engineers, other town boards and committees, State and Federal agencies and with 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, its subcommittees the Land Stewardship Committee and the Cranberry Bog Working Group. 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, 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 U.S. Fish and Wildlife Service, National Park Service, and the U.S. Army Corps of Engineers.

Annual Conservationist of the Year: The selected honorees for 2022, Marjie Findlay and Geoff Freeman, were presented with this award at the annual Old Home Day. Marjie and Geoff, owners of the historic Clark Farm on Concord Street, worked with the American Farmland Trust to place an Agricultural Preservation Restriction on the farm. The APR protects the house, barn, and outbuildings at an affordable price in perpetuity and enhanced the existing Conservation Restriction dating from 2003.

Commission members in 2022:

Alex Parra, Chair,

Dan Wells, Vice Chair

Navneet Hundal

Brian Murphy

Nick Ognibene

Helen Young

Lee Tatistcheff (through October)

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 membership must include at least one architect and a nominee from the Carlisle Planning 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. In its role, the Carlisle Historical Commission receives, hears, and rules on applications for alterations to the exterior of structures within the Historic District, and alterations to hardscaping on a property.

During 2022, the Historical Commission reviewed 11 applications, issued 7 Certificates of Appropriateness and 2 Certificates of Non-Applicability and continued hearings for 2 applications into the year 2023. See table below for applications reviewed by the Commission.

Property	Owner/Applicant	Project	Certificate
83 School Street	Town of Carlisle/ Brian Waterson	Carlisle Public School playground project	Appropriate
93 Lowell Road	Caitlin & Sam Madden	Chimney demo	Appropriate
22 Bedford Road	Town of Carlisle/ Steve Hinton	Remove & replace asphalt roof and replace copper ridge cap with vent.	Appropriate
41 Lowell Street	Town of Carlisle/ Steve Hinton	Install ADA-compliant ramp	Appropriate
8 Lowell Street	Matt Herweck	Repaint exterior of Fern's	Non-Applicability
46 Concord Street	Kendra & Anthony Thyne	Replacement of 2 windows & 1 French door	Appropriate
27 School Street	FRS/Ed Pare, Jr., Esq. on behalf of DISH Wireless LLC	Installation of new telecom equipment in steeple and in new fenced in compound	Continued in January 2023
83 School Street	Town of Carlisle/ Brian Waterson	Carlisle Public School playground project outdoor classroom	Appropriate
28 Concord Street	Emily Williams & Diane Sills	Replace asphalt roof shingles on original cape portion of house and remaining side of barn roof	Non-Applicability

42 Lowell Street	Town of Carlisle/ Dana Booth	Installation of sign on tree with bracket	Continued in January 2023
5 Lowell Street	Anna Stoebel & Mike Bertini	Installation of chimney cap	Appropriate

The Commission held 10 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 for the applicant.

Other Activities

- The Historical Commission supported warrant article for the Carlisle Castle Playground Project.
- Full member Krissy O’Shea represents the Historical Commission on the Community Preservation Committee.
- The Historical Commission has donated a framed watercolor print of Carlisle Center to Town Hall in hopes that it will find a home on a wall where all can enjoy it. The original watercolor was commissioned by the Historical Commission for the cover of the Carlisle Historic District Map and Catalog booklet which was first published in early 2021(?). Funds from the CPA paid Concord artist Edgar Stewart for the watercolor as well as the design of the booklet and the first printing. Edgar donated the print to the Commission and the Commission had it framed.
- Jennine Blum was hired in March as the administrative assistant and in-house point of contact for the Commission.

Committee Membership

There were number of changes in the Committee as of June 30, 2022.

- The terms of Geoff Freeman and Co-chair Kathy Keller expired.
- Eric Adams resigned when he was elected to the Planning Board in May.
- Ed Rolfe left his position as the Planning Board appointee to the Historical Commission and is now serving as an alternate on the Historical Commission.
- Sara Cassidy Smith is the new Planning Board appointee to the Historical Commission.
- Krissy O’Shea and Ben Herter became new full members each with three-year terms.
- Chip Dewing who had been an alternate is finishing his term as a full member. He and Annette Lee are serving as Co-chairs until their terms expire on June 30, 2023.
- Jack O’Connor continues to serve as an alternate member.

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: Annette Lee and Chip Dewing

Members: Krissy O'Shea, Ben Herter and Sara Cassidy Smith

Alternate Members: Jack O'Connor and Ed Rolfe

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 Select Board 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 an Assistant to Planner. The Board met 15 times in 2022, mainly by remote teleconference. In addition to its regular meetings, the Board met once in executive session for discussion of ongoing litigation. Members attended several Select Board meetings regarding the Carlisle Master Plan and the development of an updated Housing Production Plan. In the fall, Members also met with candidates for the newly created position of Town Planner, and voted in October to hire professional planner Julie Mercier to perform this key function for the Town. The Board and staff are very pleased that Ms. Mercier has come to Carlisle! Julie brings to Carlisle a wide range of valuable experience in proactive municipal planning, GIS strategy development and database design, municipal vulnerability planning, integrating sustainability into the planning process, and housing choice as a means to equitable economic development, and zoning for inclusivity and opportunity. Gretchen Caywood continues as Assistant to Planner, with over 17 years of experience working for the Board.

There were several changes in PB membership in 2022, with terms ending for Ed Rolfe, Rob Misek and Jason Walsh. The Board welcomed new members Court Herschelman, Joseph Gushue and Eric Adams. Associate Member terms also ended for Tom Lane and Richard Terry, with Rob Misek and Jason Walsh assuming Associate Member roles.

Residential Development submissions

Three "Approval Not Required" plans were submitted to the Board for endorsement. Two of these plans endorsed lot line changes that did not create new buildable lots, while the third created four new buildable lots. These lots were sold and construction of single-family homes underway by year end.

A preliminary plan for a proposed 6-lot conservation cluster for two parcels on West St was presented to the Board mid-year. The proposal included a common driveway to serve 5 of the lots.

The total acreage for this proposed project is 17.25 acres, with 30% designated as open space, as required by the Zoning Bylaw for Conservation Clusters. An application for a Special Permit has not yet been submitted.

One new accessory apartment special permit application was received in 2022, along with a request for extension of time to exercise an existing special permit. Both were granted by the Board. Under the 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 32 accessory apartment special permits granted, with nearly half of these having been granted in the last five years. There have now been 8 special permits granted for detached accessory apartments, with all of these coming since the 2017 bylaw amendment allowing units in detached structures.

The Board also addressed two scenic road consent requests for alterations within the right-of-way on Acton St and provided its consent to the proposed alterations.

Other development submissions

Later in the year, the Board received an application for Site Plan Review from DISH Wireless for installation of a personal wireless service facility within the lantern segment of the church steeple at the First Religious Society on School Street. The public hearing for this application opened in November and continues in early 2023.

Construction oversight

The Planning Board continued to oversee the buildout of roadways and other infrastructure at previously approved developments. The Special Permits for four common driveways at the Stillmeadow Farm property were granted by the Board in the mid and late summer of 2021. Two of the four common driveways are off West Street, and two are off Acton Street. A large portion (129 acres, 82%) of the farm had already been permanently protected as open space with the layouts of the common driveways allowing for homes that will be screened from view and well set back off the road, and with existing stone walls and cart paths having been used as guidance for the layout of the plan to the greatest extent possible. The late property owners, John and Elizabeth Valentine, had proposed and planned this thoughtful design in order to preserve the scenic and historic landscapes. Preparation for construction of the common driveways began mid-year, with their construction completed to binder course by year end. Construction of stormwater infrastructure began in the fall. The Board is utilizing Nitsch Engineering for construction administration and peer review engineering services for this project.

In 2022, construction oversight continued for Woodward Village, a Residential Open Space Community (ROSC) on Bedford Road that will provide 18 clustered single-family and duplex units and 32.4 acres of Town-owned open space. Construction of housing units continued this year.

Town Meeting actions

The Board did not submit new zoning bylaw amendments to Town Meeting this year. The Board did review a request from the Carlisle Historical Society to support a warrant article for designation of Martin Street as a Scenic Road. The Board voted in favor of supporting this designation and obtained supportive input from Martin Street residents. While a warrant article was submitted for Fall Town Meeting, this meeting was cancelled, with the few articles under consideration to be addressed at 2023 Town Meeting.

Other Planning Actions

- A draft Master Plan was presented to the Planning Board in February, 2022, with many subsequent discussions between in Planning Board and Select Board meetings with members of the Master Plan Steering Committee. The Master Plan was adopted by the Planning Board in May 2022, and may be viewed at: <https://www.carlislema.gov/DocumentCenter/View/3969/Carlisle-Master-Plan-2022-FINAL-DRAFT?bidId=>
- The Board reviewed a request for Town acceptance of a small subdivision roadway, determining that additional information is required, and recommending to the Select Board that the roadway not be accepted by the Town at this point.
- With the Interim Planning Administrator role ending June 30, 2022, the Board held several public discussions to determine the most appropriate planning staff needs for the Town going forward.
- The Board elected Officers, and assigned Appointees, Liaisons for FY23 to various Boards and Committees
- The Municipal Vulnerability Preparedness (MVP) Core Committee met in May and reviewed and prioritized its top action items for the community. In late June, the Committee's MVP Progress Update was submitted to the State's Executive Office of Energy and Environmental Affairs. Carlisle's MVP Report can be viewed at: <https://www.carlislema.gov/DocumentCenter/View/3420/Carlisle-Municipal-Vulnerability-Preparedness-Report-6292021?bidId=> Resident input was incorporated into this Report via remotely held public workshops. The Commonwealth's MVP program is designed to assist communities to prepare for the effects of climate change by building resilience and increasing mitigation measures.
- The Board developed and proposed the new position of Town Planner, eliminating the position of Town Administrator, and sought and obtained approval from the Select Board and the Finance Committee. The Board formed a Screening Committee for review and interview of prospective candidates, and held a final interview with the selected candidate in a public Planning Board meeting in late October. Candidate Julie Mercier was offered and accepted the position, and began work as Carlisle Town Planner in early December.
- The Board held one executive session with Town Counsel to discuss strategy with respect to ongoing litigation concerning an appeal of a special permit issued by the Board in 2021.
- The Board held several discussions with the Carlisle Affordable Housing Trust and the Housing Production Plan (HPP) Update Committee regarding the preparation of an updated HPP, with a draft plan submitted to the Planning and Select Boards on 11/30/22 for their review, and to be reviewed in public meetings early in 2023. Board member Adelaide Grady was included on the HPP Update Committee.
- The Board and the Town Planner held several discussions with the part-time sustainability coordinator (shared with Westford), as the Board looks to incorporate more sustainable approaches into its Rules and Regulations and processes.
- In December, the Board heard a presentation from the Recreation Commission on its proposal and draft plans for a dog park on Banta Davis land which would be located adjacent to the existing volleyball court and multi-purpose field. Since this installation would be an intensification of a non-residential use of the Banta Davis land, it will require a Site Plan Review application and hearing with the Board.
- In December, our new Town Planner began her analysis of the GIS needs for Carlisle and formulating an overall GIS strategy and plan.

Staff Support

The one-year Interim Planning Administrator role held by Building Commissioner Jon Metivier (subsequent to longtime Planning Administrator George Mansfield's retirement in June 2021) closed on 6/30/22. With the Board having determined the need for a proactive Town Planner role going forward, Julie Mercier accepted this new position and began her work for the Board in early December. Julie's role is currently part-time. The Board is also served by Assistant to Planner, Gretchen Caywood, who has assisted the Board since 2005 in administering applications and addressing the day-to-day business of the Board.

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 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, Miyares and Harrington, LLP, to help interpret zoning and subdivision law and to represent the Board in litigation.

The Year Ahead

With the formation of the Master Plan Implementation Committee underway by year end, in 2023 the Board and staff will be focusing on the near-term goals and recommendations of the Plan for which it has the lead role, as well as assisting with the startup of implementation of the Plan overall. Town Planner Mercier will be continuing her development of an overall GIS strategy for the Town, including further development and organization of the Town's approach to GIS database development and management, as well as investigating MVP Action Grants that may be appropriate for the Town, and coordinating between sustainability and planning (MVP, Green Communities), working with the Environmental Sustainability Committee.

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 to an electronic format in a managed database that will be accessible to the public. Various application procedures are also being reviewed in an effort to simplify and clarify the processes where possible. With these types of measures, the Board's goals are 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 rurality, 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:

Madeleine Blake, Co-Chair
Court Herschelmann, Co-Chair
Sara Smith, Vice Chair
Joe Gushue, Treasurer
Adelaide Grady, Clerk
Peter Yelle
Eric Adams

Associate Members:

Rob Misek
Jason Walsh

ZONING BOARD OF APPEALS

In 2022 the Zoning Board of Appeals (ZBA) met ten (10) times for fourteen (14) new applications and one (1) continued from 2021 application. This included fourteen (14) special permit applications, four (4) variance applications 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 Board of Selectmen. Additionally, the Board of Selectmen 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. Pursuant to the Governor's Executive Order concerning Open Meetings during the COVID-19 crisis, there was no in-person attendance for the first five (5) meetings in 2021, participation was entirely remote utilizing the teleconference application Zoom Meeting. Beginning with the July meeting, the Board returned to in person meetings. All hearings are advertised in the Concord Journal, Lowell Sun or Carlisle Mosquito for two consecutive weeks prior to the hearing. Additionally, the ZBA hearing is posted on the Town Clerk's Bulletin Board no less 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 from the Office of the Town Clerk for a nominal fee. These documents are also available on the official Town of Carlisle website, www.carlislema.gov, under the "Community Resources" menu, "A-Z Directory".

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 directed under 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 2022, the Board granted eleven (11) special permits and three (3) variances. The Board accepted one (1) withdrawal without prejudice of a variance and continued two (2) special permits into 2023. Table 1 provides a summary of the petitions heard by the ZBA. Table 2 summarizes the outcomes of each petition heard by the ZBA during 2022. Table 3 provides a list of all active special permits and includes the expiration date for each.

On May 31, 2022 Member and Chair Travis Snell submitted his resignation from the Board after serving for 7 years after he was elected to the Select Board. On June 2, 2022 the Board elected Eric Adams to be Chair of the Board.

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

Gretchen Anderegg, Associate

W Jay Lee, Associate

Table 1 : 2022 Petitions heard by Zoning Board of Appeals

	Granted	Denied	Withdrawn	Extended/Review	Active
Petitions for Variance	3		1		
Applications For Special Permits	10				2
Comprehensive Permits					
Comprehensive Permits Modifications					
Appeals of Administrative Decision					
Earth Moving					
Amended Permit					
Total	13				2

Table 2 – 2022 Zoning Board of Appeals Hearings

Applicant	Date of Hearing	Date of Decision	ZBA Action	Expires
Steve Robinson	1/3/22	1/17/22	Grant Special Permit to increase habitable space by 15.3% in the existing non-conforming structure being 33.4 feet from the lot line where 40 feet is required under Section 4.3.2 at 87 Bingham Road.	
Patricia Braygreen	3/7/22		Withdrawn without prejudice application for a Variance to build a shed 22 feet from the lot line where 40 feet is required under Sections 4.3.2 and 4.2.1. at 43 Prospect Street	
Scott Jenney	3/7/22	3/21/22	Grant Special Permit under Section 3.2.2.9 for the continued	4/1/24

			operation of a landscape business at 303 Brook Street.	
Blake Duffy	4/4/22 5/2/22	5/16/22	Grant Special Permit under Section 3.2.2.9 for the continued operation of a landscape business at 247 North Road	2/4/27
Eric Lawson	5/2/22	5/16/22	Grant Special Permit under Section 3.2.2.9 for the continued operation of a landscape business at 239B Lowell Street.	5/6/27
Emma Boettcher	5/2/22	5/16/22	Grant Special Permit for the continued operation of a part-time all outdoor nursery school under Section 3.2.2.3 at 60 Ledgeways	5/3/25
Pam and Jon Herbster	6/6/22 7/19/22	8/2/22	Grant Special Permit to rebuild the existing barn for alteration and reuse of a Distinctive Structure as an office without 24-hour occupancy with half bath and efficiency kitchen at 307 Cross Street	
Timothy Lowinger	6/6/22 7/19/22	8/2/22	Grant Variance pursuant to Section 7.5 to build a carport 14.5 feet from the lot line where 40 feet is required under section 4.3.2 at 352 School Street.	
Sheila Heen John Richardson	7/19/22	8/2/22	Grant Special Permit to replace an existing screen porch with a two-story addition on an existing non-confirming structure being 38.4 feet from the lot line where 40 feet is required under Section 4.3.2 at 547 Westford Street.	
Phyllis Rothschild	7/19/22	8/2/22	Grant Variance pursuant to Section 7.5 to build a pool at least 33 feet from the side setback at 311 Elizabeth Ridge Road.	
Eric Daum	8/1/22 9/19/22	10/3/22	Grant Special Permit to build a conforming 2-story addition as shown in the plans of record on an existing non-conforming structure being closer than 40 feet as required under Section 4.2.1 at two points, measuring 29.4 feet and 18.8 feet at 566 Acton Street.	
Stacy and Dan Lennnon	9/19/22	10/3/22	Grant Special Permit under Section 6.3 to build a conforming addition/deck at the rear and new entry at the front of the home on an existing non-conforming lot have 197.3 feet of street frontage where 250 feet is required under Section 4.1.2.3 at 195 Stearns Street.	
Linda Rubenstein	12/6/21		Grant Special Permit pursuant to Section 3.2.2.7 for the continued operation of a dog kennel at 134 Ember Lane.	10/16/24
Frank Proctor	12/8/22	12/22/22	Grant Special Permit pursuant to Section 6.3 to enclose an existing landing on an existing non-conforming lot being .843 acres where 1	

			acre is required under Section 4.1.1.1 at 245 Rockland Road.
Dean and William Luther	12/8/22		Continued to January 3, 2023, the application for a Special Permit for the continued operation of an autobody repair business at 673 Bedford Road.
Christopher King	12/8/22		Continued to January 3, 2023, the application for a Variance pursuant to Section 7.5 to build a garage 31 feet from the lot line where 40 feet is required under Section 4.3.2 and a Special Permit to build and addition at 27 Maple Street.

Table 3 – 2022 Zoning Board of Appeals Active Permits

Name	Location and Type of Permit	Expiration Date
Blake Duffy	Landscape Business 247 North Street Special Permit	2/4/27
Scott Jenney	Landscape Business 303 Brook Street Special Permit	4/1/24
Eric Lawson	Landscape Business 239 Lowell Street Special Permit	5/6/27
Linda Rubenstein Carlisle Canines	Commercial Kennel 134 Ember Lane Special Permit	10/16/24
Peter Donohoe Donohoe Training At the Barn	Training Classes 41 Trillium Way Special Permit	10/4/23
Robert Kvietauskas	Professional Office 50 School Street Special Permit	11/7/26
Red Magnolia Realty Trust William and Dean Luther Carlisle Auto Body	Automotive Body Repair Shop 673 Bedford Street Special Permit	2/1/23
Emma Boettcher	Operation of All outdoor Nurse school 60 Ledgeways Special Permit	5/3/25
H. La Rue Renfroe Assurance Technology	Professional Offices 68-84 South Street Special Permit	1/22/24
Joel Port	Garden design and Garden Construction Business 57 Wolf Rock Road Special Permit	12/6/23

BOARD OF HEALTH

According to the Massachusetts Association of Boards of Health (MAHB) local boards of health in Massachusetts are required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, the control of disease, the promotion of sanitary living conditions, and the protection of the environment from damage and pollution. These requirements reflect the legislature's understanding that many critical health problems are best handled by the involvement of local community officials familiar with local conditions.

First and foremost, sustainability is the foundation of BOH operation and decisions. The essence of sustainability lies in valuing longer-term consequences and benefits over short-term considerations and choices. This focus can lead, always in the long term, and often in the short term, to more efficient, economically viable and robust outcomes. Sustainability, as a priority at the BOH level, supports the town's desire to control property taxes by efficient use of human resources, protecting resident health and town natural resources, and preventing adverse impacts that are costly to abate.

HIGHLIGHTS:

CAPACITY BUILDING

A major focus for the BOH in 2022 involved building relationships with local organizations, neighboring communities, and regional affiliations. The COVID-19 pandemic exposed staffing and resource needs that challenged many health departments. For this reason, the BOH has invested significant time and effort into capitalizing on regional sharing of services. The BOH is active in three regional collaborations: **Great Meadows Public Health Collaborative**, **Public Health Emergency Preparedness Region 4AB**, and **Central Middlesex Medical Reserve Corps**. These collaborations pool resources and expertise, provide surge capacity, attract funding opportunities, and deliver better health outcomes. This investment has already proven to be an asset in communicable disease investigation, continued pandemic response activities, inspectional services and local networking.

Great Meadows Public Health Collaborative (GMPHC) – under a multi-year Public Health Excellence Grant (PHE), with an annualized amount of \$300,000, seven towns (Carlisle, Concord, Bedford, Lincoln, Wayland, Weston, and Sudbury) came together to create a cross-jurisdictional shared services arrangement for nursing, inspectional services, and public health messaging. Additionally, the same seven towns received an additional \$242,857 to continue COVID-19 Contact Tracing and Investigation. The CT/CI Grant is also available to support regional public health projects such as COVID-19 and Flu Clinics and the Tick-Borne Disease prevention display at the First Religious Society's Harvest Fair.

The state has funded 41 shared services collaboratives which include 268 municipalities. As of December 2022, the GMPHC and CT/CI were staffed with two part-time grant coordinators, three Public Health Nurses, and an Epidemiologist, with the position of Public Health Educator remaining to be filled. This pooling of services and the building of surge capacity is particularly important for smaller towns such as Carlisle which do not have the resources to do it independently.

Central Middlesex Medical Reserve Corps (CMMRC) – In December the CMMRC became an independent federally recognized Medical Reserve Corps. This is a national network of medical and non-medical volunteers organized locally to help during natural disasters, disease outbreaks and emergency relief. The CMMRC consists of the neighboring towns of Acton,

Bedford, Boxborough, Carlisle, Concord, Lexington, Lincoln, Maynard, Stow, Winchester and Woburn. It is funded through a Public Health Emergency Preparedness grant replacing the original Region 4A MRC. The CMMRC is also affiliated with MA Responds, a statewide emergency activation system. Efforts are underway to recruit, train and activate volunteers to help during a local, regional, or state-wide emergency.

Public Health Emergency Preparedness (PHEP) Region 4AB – the third capacity building effort undertaken by the BOH was its continued participation in Region 4AB. This is one of 5 public health regions in the state dedicated to the promotion of public health and safety in three key areas: public health emergencies, mass casualty and community well-being. The BOH has been an active participant for over 10 years, supporting regional shelter efforts, emergency dispensing sites, and medical counter-measures.

WELLNESS AND DISEASE PREVENTION

In June the BOH was advised that Emerson Hospital Home Care wished to end their contract due to internal re-organization. The BOH decided that it was more cost effective to hire a town nurse. In September, following a search for candidates, the BOH offered the 6-hour/wk position to Tricia McGean, BSN, RN. The BOH is grateful to Emerson for its long-time relationship with the BOH.

Public Health Nurse Report - Tricia McGean, BSN RN

From a communicable disease perspective, Town of Carlisle residents ended 2022 in a healthier position than it began in January. At the beginning of the year, we saw a surge of COVID positive cases as Omicron quickly overtook Delta as the dominant variant in the United States, putting a great strain on hospitals. In January alone, the Massachusetts Virtual Epidemiologic Network (MAVEN) documented 292 new COVID+ cases in town. This was out of a total of 727 for the year, making up about 40% of the year's total cases. Many of these cases came from the same household as COVID often spread from one family member to another. It shall be noted that by the fall, many, if not most people were using at home COVID antigen test kits. The positive results that resulted from home tests were not reported or counted by the State so the total COVID+ case numbers for any town far exceeds the State reported numbers.

There were only 4 reported confirmed influenza cases in 2021 mainly because COVID was wreaking havoc and many people were curtailing their group gatherings for fear of catching ANY virus. In 2022 we saw a spike in flu cases totaling 26 confirmed cases and Lyme disease cases increased from 20 cases in 2021 to 26 in 2022 as residents returned to normal activities. In 2022, residents that sought medical attention were often swabbed for both influenza and COVID, thus catching many more confirmed flu case #s.

In July – the FEMA funding came to an end. The Fire Department had provided 7306 PCR tests for the community since 11/20/2020. It was decided that no more funding would go to providing PCR testing. The BOH was able to obtain 1000+ free antigen-at-home tests to make available to residents free of charge. Distribution was available at the Health Department, Gleason Library, and Town Hall.

Throughout 2022 Health Department staff continued to assist with area vaccine clinics. These included the 5 Concord-Carlisle COVID-19 Clinics and two Carlisle only clinics. The Carlisle Senior Flu Clinic held in October was a return to in-person at Town Hall. Over 100 seniors received

their flu shots. Walgreens administered the vaccinations. Twenty home-bound flu shots were also administered by the PHN. A Covid-19-Flu Clinic was held in November staffed by the Health Department and Fire Department/EMT. Cataldo Ambulance Services administered 75 vaccinations for ages 6 and older.

Carlisle residents have become quite savvy in learning to adapt to the ever-changing COVID tide through self-protection by masking in large group gatherings, adhering to better hand hygiene practices and staying up to date on COVID vaccinations. COVID will be with us for a while Carlisle, and you have shown that as a strong, healthy community, we can continue to work together to keep everyone safe. Onward team!

Babesiosis	3	
Campylobacter	3	
Giardiasis	3	
Hepatitis B	2	
Hepatitis C	2	
Anaplasmosis	12	
Influenza	26	
Lyme Disease	22	
Monkey Pox	0	
Novel Coronavirus	727	
Salmonella	4	

ENVIRONMENTAL PROTECTION AND LAND USE PERMITTING

Benfield Farms Septic System Upgrade

In April the Carlisle Housing Trust in collaboration with Neighborhood of Affordable Housing (NOAH) entered into an Agreement with CAQ Engineering Associates to bring the FAST I/A System operation into compliance with the Permit Conditions. The BOH prepared a Scope of Work and agreed to supervise the contract. The leaching field was replaced in 2021 but the system was still on a tight tank pending rehabilitation of the FAST denitrification system. The BOH voted to allow discharge to the field once regular monitoring was in place. Discharge to the field began in May but was slow to get sufficient volume for treatment. By December the system had met discharge limits for the previous three months and is in the process of being turned over to a standard operational contract.

Earlier in 2022, residents reported concerns about air quality. COVID had interfered with the routine maintenance which contributed to the problem. Air duct cleaning was completed in June and residents reported positive results from the cleaning. A preventive maintenance schedule has now been established.

Garrison Place – A final Certificate of Occupancy was released on 3/21/2022 for the senior residential complex consisting of 16 town homes. The development utilizes a FAST and Perc-Rite I/A septic system and maintains a Public Water Supply. The BOH is copied on all operation and maintenance reports and tracks compliance with BOH conditions for the Special permit. A spike in BOD’s and TSS for the FAST sampling was identified in the fall and is being monitored.

Large Development Working Group – This work group is charged with evaluating current policies and regulations for multi-family developments. In July a new fee structure was proposed which was more closely aligned to engineering activities.

Woodward Village – This is a Residential Open Space Community consisting of 18 non-age restricted housing units with various bedrooms per unit. Work began on the sewage disposal system in April with the placement of the septic tanks, but the BOH issued a Stop Work Order when the leaching beds encountered large rock outcrops. Additional excavation work was required to prepare the field and work on the system continued until October. The I/A treatment units were installed but are not yet operational. No Occupancy Permits were approved in 2022.

Drinking Water Supply – the BOH dealt with two major drinking water issues in 2022: PFAS and Drought. A drought alert for Middlesex County included Carlisle. The drought level was raised to a Level 3 (severe) in August. The BOH continued to remind residents to conserve water use and provided drought information on its website.

PFAS - Per-and polyfluoroalkyl substances (PFAS) are a group of chemicals used in the manufacturing of a variety of everyday products. MassDEP gave a presentation on PFAS to the BOH in September. These chemicals are environmentally persistent – “forever” chemicals. State drinking water standards for the sum of 6 PFAS is 20 ng/L. MassDEP sampled 41 private wells in Carlisle in 2021. An exceedance of 90 ng/L required immediate installation of a treatment system. Two Public Water Supplies in Carlisle exceeded this threshold and have installed remediation devices. Most of the exceedances were located near the town center, with sporadic exceedances located throughout the town. No known source of contamination has been identified. There is ongoing research on how harmful these chemicals are to humans and how to remove PFAS from the environment.

Ferns Country Store – throughout 2022 the BOH continued to monitor the drinking water quality of the Public Water Supply as the result of occasional coliform hits in the distribution system. In the fall the state ordered a Level II Assessment along with increased sampling and the installation of a treatment system. A safe water supply is required for a Food Establishment Permit. An examination of the onsite well the previous year found a crack in the casing. The BOH was concerned about the delays in addressing the water quality with the continued operation of the deli. Several meetings were held with Ferns, DEP, and SWSS, the Well Compliance Operator. Two Advisory Letters (April and November) were sent to Ferns to set a timetable for treatment and replacement of the well. As of December, Ferns had installed a treatment system on the distribution system. Fall testing results still showed persistent total coliform in the raw water but nothing post-treatment. The treatment system is pending approval from the state. The question of a new well has not been resolved.

Beavers - A special permit to trap the beavers was approved due to structural damage to the roadway on Maple Street. DPW hired a company to do the trapping. Calls have come in on Forest Park Dr and Curve Street with Beaver issues. The BOH suggested the town establish a Beaver Control Committee to provide a coordinated approach to beaver damage.

TimberNook Middlesex County – The BOH concluded that the outdoor learning and play program on the Conant Land would require licensing as a camp. Abutters raised concerns about the appropriateness of the Conant Land and its lack of facilities. TimberNook has since relocated to Sudbury for the continuation of their program.

Hazardous Waste Collection September 17, 2022 – the annual event was held on 9/17/2022. One hundred and four cars attended this year. Clean Harbors had staffed-up after last year’s large collection. The collection did not allow used motor oil recycling.

Board Members and Meetings – Mariano and Galligan were both reelected to the Board in June. Virtual Meeting continued to be preferred by the board. Five properties required public hearings before the Board for septic upgrade waivers and hearings were held on three Accessory Apartment applications.

Health Dept. Staffing – An aging population, high demand for land use permits, and ongoing non-pandemic health issues continue to strain the 1.75 FTE hours budgeted for the Health Dept. staff.

Board Members	Term Expires
Tony Mariano, Chairman	2025
David Erickson, Vice-Chairman	2024
Cathy Galligan, Treasurer	2025
Jean Barry	2023
Patrick Collins	2024

Health Department Staff

- Linda Fantasia, Health Agent
- Kris Gines, Assistant Health Agent
- Tricia McGean, Public Health Nurse
- Ralph Metivier, Pump and Well Inspector
- Gene Delano, Animal Inspector
- Matt Svatek, Animal Inspector
- Deb Toher, Field Driver/Barn Inspector

Consultant Services

- Rob Frado, Technical Consulting Group

The Board is grateful to all of its employees for their dedication and resilience in tackling the workplace challenges of the pandemic years.

FY 22 Year End Summary of Board of Health Accounts and Grants

Board of Health Operating Account #01519 —FY 22 Appropriated **\$127, 036.00**

Beginning balance was **\$127,036.00**. Ending balance was \$11,613.69 returned to the General Fund

General Fund Income: License fees and copies \$2,413.00

BOH Special Articles: #01517. Ending Balance was \$6,394.46

- #52418 Disease Prevention: The beginning balance was \$505.98 with an ending balance of: \$93.33.

- #52421 Water Resource Protect: The beginning balance was \$5,888.48 with an ending balance of \$5,888.48

Board of Health 53E ½ Revolving Account #19309

Beginning balance was \$51,860.46 Income was \$140,199.75. Expenses for contractual services and wages were \$94,554.65. Ending balance was \$97,505.56. This reflects ongoing engineering, consulting and inspectional services paid for through fees collected.

Community Septic Loan Program (Carlisle no longer participates in the CSLP) –Eight loans were administered: one betterment remains outstanding - Balance - \$10,148.40; Interest paid to the Town - \$587.09

Title 5 Administrative Grant Account #19366

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

Verizon cell and data plans for 12 months	\$1800.00
Attendance at Mass. Health Officers Annual Conference	600.00
Two folding medical carts	<u>143.33</u>
	\$2,543.33

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

Balance as of January 2022 - \$5955.00; ending balance \$4390.00

Tick Report Medzu Inc.	\$ 750.00
Mental Heald First Aid – 2 trainings	370.00
Old Home Day Booth	25.00
Online Mental Health - advertising	310.00
MHFA – PHN	<u>110.00</u>
	\$1,565.00

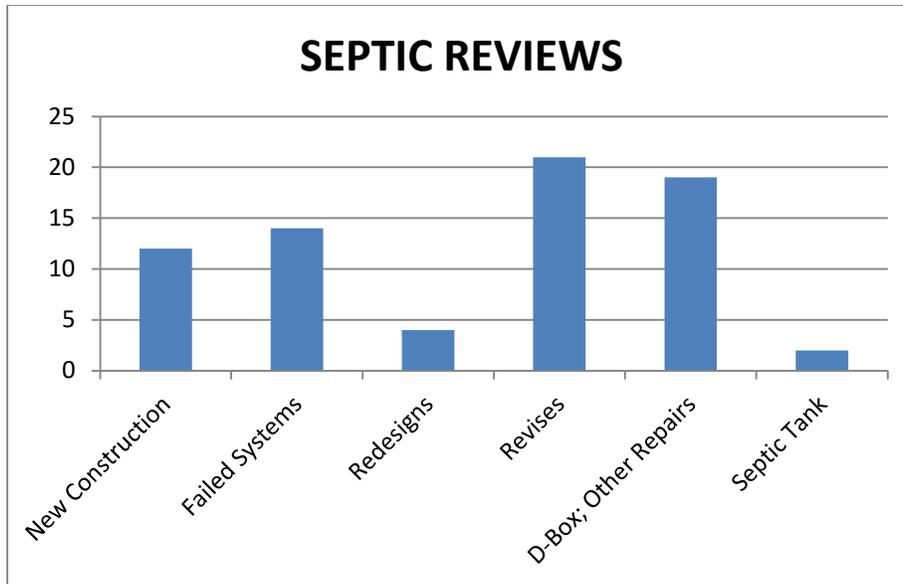
Public Health Excellence Grants - \$300,000

This is an annualized Mass. DPH collaborative grant with the towns of Bedford, Carlisle, Concord, Lincoln, Weston, Sudbury, and Wayland for the purpose of building local capacity through supplemental public health services.

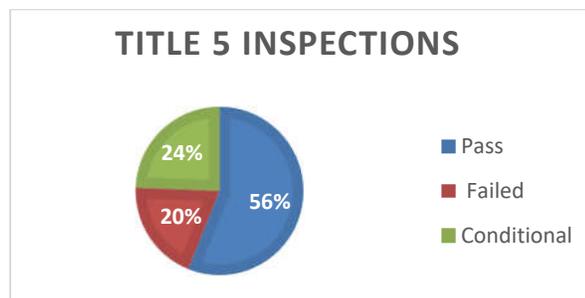
Contact Tracing/Case Investigation Grant \$242,857

2022 Septic Permit Allocations – 72 Septic Permits

12 New Construction, 14 Failed Systems, 4 Redesigns, 21 Revisions, 19 D-Boxes and Other Repairs, 2 Septic Tank



Title 5 Inspection : 42 Title 5 Inspections, 56% pass, 20% fail, 24% conditional repairs.



Customer Service	Per Month
Counter	35
Phone Calls	74+
Building Permit Reviews	292~

Food Establishment Permits	25
Churches	3
School	1
Residential Kitchens	2
Farmers Market	1
Retail Food Service	2
Ice Cream Stands	2
One Day Permits	13
Barn Inspections	72

Rabies Management	3
Hazardous Waste Collection	104 cars
Licensed Installers	25
Licensed Septage Haulers	13
Licensed Pump Installers	1
COVID Clinics	
Concord Carlisle January	415
Seniors October	103
General Public November	86

New Wells	Decommissioned	Repairs	Irrigation/Fire Cisterns	Total Fees:
15	2	0	3	\$6250

COUNCIL ON AGING & HUMAN SERVICES

Mission

The mission of the Carlisle Council on Aging and Human Services (COAHS) is to promote active aging by providing services, connection, 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 is supported through the Carlisle town budget, as well as the Friends of the Carlisle Council on Aging (FOCCOA), the Lowell Regional Transit Authority (LRTA), the Executive Office of Elder Affairs (EOEA), and the Concord-Carlisle Community Chest (CCCC). We are very grateful for the support of our community partners. The COAHS is overseen by a volunteer Board of Directors.

Name Change and Rebranding

The Council on Aging's name change to the Council on Aging and Human Services was approved by voters at the Carlisle Town Meeting on April 25, 2022 and accepted by the Massachusetts Attorney General on August 11, 2022. The new name inspired a redesign of our bimonthly newsletter and the development of a new website, with an updated logo created by former Carlisle resident David Freedman. Special thanks to Linda Cavallo-Murphy for her work refreshing and upgrading our newsletter, and for her creative and dedicated efforts to ensure a timely, informative, and professional publication. Thank you as well to Carol Grueneich for her efforts designing and updating our new website, www.carlislecoahs.org.

Programs and Activities

Grab and Go meals and virtual programming continued in the early part of the year, with in-person programs such as group meals, day trips, and classes resuming in the spring. The Mah Jongg group expanded to 24 regular players who gather weekly at Town Hall.

In the health and wellness domain, presentations were offered on palliative care, boosting brain health, staying strong and coordinated while aging, and mindfulness. Weekly fitness classes included cardio, fitness, Zumba, Balance and Agility, and Pilates.

Linda Cavallo-Murphy continued to do an excellent job identifying and organizing a wide variety of cultural, educational, and meal programs. Virtual travel featured Alaska, Bhutan, Hawaii, and India, while cultural offerings included the Norman Rockwell Museum, Art in Bloom at the Museum of Fine Arts, and a visit to the Frank Lloyd Wright House and Currier Museum. An outdoor jazz concert series was held at the Gleason Library over the summer, and seniors enjoyed the Festival of Trees in the winter.

A major highlight this year was the presentation of the Boston Post Cane to Carlisle's oldest resident, Santo Pullara, 98. This presentation occurred during the Salute to Veteran's Breakfast on November 9th at Ferns, with many of Santo's friends and fellow veterans in attendance.

Transportation

Myriam Fleurimond continues to do a fabulous job managing transportation services, building excellent relationships with our drivers and passengers, and ensuring the smooth and safe operation of our vehicles. Myriam completed a class at UMass Boston this year on organizing and managing senior transportation options. We are also very fortunate to have a dedicated, friendly, professional, and compassionate team of drivers who go out of their way to accommodate the needs and preferences of our riders.

After reviewing data from the past several years, we ended our contract with FLOW Transportation Services in January. This enabled us to add an additional accessible van to our fleet, expand our geographic footprint, and begin providing medical rides to Boston and communities within 30 miles of Carlisle. We hired one additional part-time driver to continue to meet the needs of all Carlisle riders. In 2022 we provided 2,148 rides, including 48 medical rides to Boston.

Health Clinics

Bi-monthly podiatry clinics in Bedford were again subsidized by the Friends of the COA, and blood pressure clinics were offered at senior moments, men's and women's breakfasts, and group lunch events. The COAHS worked with the Board of Health to offer a flu clinic on October 7th at Town Hall. Vaccines were administered to 90 seniors by Walgreens, with the Board of Health, COAHS, Police, and Fire Departments working together to ensure the clinic ran smoothly. Tricia McGean, our Public Health Nurse, provided vaccines to homebound residents.

Social Services

Social Services Manager Carol Grueneich continued to make a positive impact on our team and with the many residents she sees on an ongoing basis. Carol provides social work services to residents with complex needs and conducts ongoing outreach to identify additional residents who may benefit from support. Carol facilitated several support groups throughout the year to provide peer support, connection, and coping strategies for caregivers and those grieving the loss of a partner. She also attended professional development training in Motivational Interviewing, Principles of Aging Well, and Volunteer Engagement in the Aging Network.

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. Through the generosity of the Concord-Carlisle Community Chest and St. Irene Church we were able to provide Market Basket, Target, and Walmart gift cards during the holiday season to 87 households in financial need, including seniors, residents under 60, and families. We also continued to provide prepared meals, produce, and groceries in partnership with Open Table.

ARPA Grants

We were able to significantly expand the depth and breadth of assistance provided to residents in need through grants from the Carlisle American Rescue Plan Act (ARPA) Committee. The COAHS applied for and received six ARPA grants in 2022 as follows:

Driver Loss of Income (\$10,000) – These funds were distributed to the COAHS part-time drivers who lost wages during the pandemic due to reduced use of transportation.

Nutrition Support for Seniors in Need (\$25,000) – We partnered with Heart to Home Meals to provide high quality, senior-friendly meals, selected by participants and home-delivered on a weekly basis. This program began in February and provided 2,384 meals to 19 households in 2022. We hope to continue this program, which has had a significant impact on participating households, using funding from annual grants.

Online Mental Health Counseling Program (\$15,000) – This program connects adults to online mental health services using the BetterHelp platform. Participants who meet financial eligibility requirements receive services for up to one year at no cost.

Rental Assistance for Seniors in Need (\$53,250) – 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 also received support and funding from the Carlisle Affordable Housing Trust.

Clark Room Renovations (\$12,500) – These funds were used to upgrade the flooring and seating in the Clark Room at Town Hall, which is a primary location for COAHS programs and activities. In November, the carpeting was replaced with vinyl flooring which provides cushioning for exercise purposes, is easily navigated by those using walkers or wheelchairs, and has beneficial acoustic properties. Padded, stackable, vinyl chairs replaced the cloth chairs which were in poor condition.

Senior Home Heating Assistance (\$50,000) – This program provided 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 1,811 hours of service this year. We were pleased to hold a Volunteer Recognition lunch event in May 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 produces the weekly Bits and Bytes newsletters which provide updates on COAHS and community activities.

COAHS Statistics

In 2022, Seniors represented 30.6% of Carlisle’s population with 1675 residents ages 60 and over. Many seniors participated in multiple services and/or attended programs on a weekly basis. The COAHS served 807 unduplicated residents across all programs and services in 2022.

COAHS Event Participation

Community/Health Education	432
Congregate Meals	591
Cultural Events	819
Fitness/Exercise	965

COAHS Service Statistics

Transportation	2,148
Delivered Meals	4,097
Medical Equipment	138
Social Work Services	502

Health Screening/Clinics	249	Outreach	490
Recreation/Socialization	649	Total	7,375
Other Programs	428		
Total	4,133		

COAHS Staff

Director: Joan Ingersoll

Program Manager: Linda Cavallo-Murphy

Social Services Manager: Carol Grueneich

Transportation and Office Manager: Myriam Fleurimond

Drivers: Carl Cline, Gretchen Gallimore, Lois Hartley, George Payne, Dick Russell, Dana Smith, Emily Stewart

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 calendar year 2022:

Ann James, Chair

Toni McBride, Vice Chair

Elisabeth Bojarski, Treasurer

Verna Gilbert, Secretary

John Ballantine

Wendy Barrow

Mary Cheever

Sally Hayen

Amy Livens

Ann Quenin

Maxine Crowther (Associate)

Jerry Lerman (Associate)

Abha Singhal (Associate)

DEPARTMENT OF PUBLIC WORKS



The Carlisle Department of Public Works had a very busy schedule in 2022. We started out the year with a new trailer for employees to gather and plan for daily tasks. The trailer is also used as an employee break room for lunch and has bunks for resting during long duration winter storms. A fire suppressant system is the next step and should be completed in early 2023.

We also acquired two new Ford F-550s dump trucks in 2022 which have been instrumental in our daily routine consisting of anything from excavation of graves to tree work and other various jobs.



Later in the year we were recruited to help with the demolition of the school castle playground. A project that required demolition and removal of the old playground, which was very extensive and time consuming, but also saved the town quite a bit of time and money.



Paving and drainage were the next items on the agenda. Sections of Curve Street and Acton Street as well as Pheasant hill lane, had an initial base coat of binder pavement applied with the final topcoat planned soon as well.

Transfer station improvements were also implemented in 2022 as well. The transfer station action committee recommended new signage with informative Q.R. codes located on each container. Residents can easily scan the codes with their cell phones and get all necessary information needed as to what belongs in each container.



Also, we constantly set high standards for beautification of all town properties, and the cemetery as well.

Planning for 2023 we have a lot of improvements we are working on. Some of the larger projects include milling and repaving East Street. Also, on the list for paving are Rutland Street, Pine Brook Road, and Patch Meadow. We at the D.P.W. look forward to serving the towns needs well into the future!

Gary Davis, Superintendent

James Hall, Foreman

POLICE DEPARTMENT

This report details and recognizes the achievements and professional accomplishments of the Carlisle Police Department for the year 2022. It also outlines statistics for response calls of 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 2022, the Department utilized progressive policing models, Community Policing concepts, and Problem-Solving strategies to respond to incidents, and to partner with the Carlisle community. Ten (10) full-time sworn officers and eight (8) part-time sworn officers were employed to deliver an exceptional level of policing services to the residents, visitors, and business community in Carlisle. Our department also utilizes three (3) retired police officers who serve as Traffic Safety members who assist with town traffic needs.

Although the COVID-19 pandemic has subsided substantially, members of the Police Department still responded to calls for service which involved affected individuals. As the community returned to a pre-pandemic lifestyle, so did the Carlisle Police Department. Officers increased proactive traffic enforcement throughout the year, and motor vehicles accidents have returned to pre-pandemic levels. Overall, property related offenses decreased while response to alarm calls increased. The town continued to see community members targeted in fraud schemes, and the department worked to inform citizens to be alert for scams. The number of arrests, citations, and restraining orders all increased in 2022 from 2021. At the end of 2022, Carlisle Police logged 14,176 calls for service compared to 13,401 in 2021.

Officers worked in collaboration with numerous community partners, including the citizens of Carlisle along with various other Carlisle town departments. The Central Middlesex Police Partnership (CMPP), Communities for Restorative Justice (C4RJ), Domestic Violence Services Network (DVSN), and the Northeast Massachusetts Law Enforcement Council (NEMLEC) are other community partners to the department.

Police department members continued to receive various trainings throughout the year including: Annual Use of Force Training and Firearms Training, Active Shooter Response Training at the Carlisle Public School, which had officers working closely with school administrators and staff. Officers also attended annual In-Service training as mandated by the Commonwealth. Members received specialty training in a variety of areas including but not limited to: Firearms Instructor, NEMLEC Special Weapons and Tactics, NEMLEC Rapid Response Team, NEMLEC Critical Incident Stress Management, Health and Wellness for Police Officers, School Resource Officer Training, and Adolescent Mental Health Training.

The Commonwealth established the Massachusetts Peace Officers and Standards Commission (POSTC) as part of police reform with the mission to improve policing and enhance public confidence. POSTC implemented a process for certification, discipline, and training. Under this mandate all police officers must be full-time officer certified, even those who work in a part-time capacity. Currently, all eligible part-time officers have completed, or are scheduled for, the bridge academy for proper certification.

The Carlisle Police department recognizes that some citizens struggle with mental health challenges in their lives. In response, the department has collaborated with a clinical team, and the Council on Aging and Human Services, to ensure that information is shared in a multi-disciplinary team approach. This collaboration serves to provide individualized assistance to those members of the community who need it.

STATISTICS

CALLS	2021	2022
Accidents	46	94
Alarms	222	261
Animal Complaints	144	139
Assault & Battery	0	2
Sexual Assaults	1	0
Breaking & Entering – Residence	4	0
Breaking & Entering – Vehicle	1	0
Court Activity:		
Arrests/Summons	17	20
Citations	19	56
Warnings	417	535
Restraining Orders	1	6
Disturbance Calls	18	24
Domestic Disputes	13	7
Property Checks – House	1274	1937
Property Checks-Town & Business	8985	9108
Larceny – General	34	32
Larceny – Motor Vehicle	1	0
Larceny – ID Theft	24	15
Liquor Violations	0	2
Drug Violations	5	2
Log Entries	13401	14176
Missing Persons	5	6
Motor Vehicle Stops	469	618
*Mental Health Responses	13	5
Suspicious Activity	253	227
Obscene/Harassing Phone Calls/Scams	36	15
Traffic Complaints	76	56
Car Seat Install	6	6

POLICE DEPARTMENT ROSTER 2022

FULL TIME OFFICERS

John Fisher (resigned Oct 2022)	Chief of Police
Kenneth Fong(started Nov 2022)	Interim Chief of Police
Leo Crowe	Lieutenant
Scott Barnes (retired Sept 2022)	Sergeant
Stephen Mack	Sergeant
Andrew Booth	Sergeant
Paul Smith	Patrol Officer
Christopher Arguoyan	Patrol Officer
Andrew Corwin	Patrol Officer
Michael Fauteux	Patrol Officer
Taylor Collins	Patrol Officer
Kerry Baxter	Detective

PART-TIME OFFICERS

Royce Taylor IV
Mark Schofield
William Burgess
Christian Seminatore
Jared Layman
Christopher Peach
Gregory Balzotti
Richard Tornquist

TRAFFIC SAFETY

Steven Otto
Thomas Whelan
Richard Hodgson

FIRE DEPARTMENT

This year was a transition from operating in a pandemic environment back to a more normal operation. During this year we had a number of members leave the department including Michael DeRoche (now a career firefighter in Concord), Amanda Daly, Winifred Gallogly, and Tim Haskell. We also welcomed and began training a number of new members including: Michael Cleary, Ian Ford, Steven Frey, Brendan Scurlock, Lee Tang, Jeffery Perkins, Randall Briggs, Henry Coady, Chris Thunberg, Arthur Levine and David Ziehler. Steven Frey also attended the state Fire Academy and completed his Firefighter I/II certification. Toward the end of the year we worked with a local instructor and had six people from Carlisle complete an EMT course and begin going on EMS calls. Carlisle is unique in our local area in the ability to staff dynamically based on our needs. In this way, we can have more personnel respond than we could with a dedicated staffing model. We are always looking to improve our coverage, especially with members who live in town and have the ability to provide daytime coverage.

At the end of this year our longtime EMS coordinator, Burt Rubenstein turned over that position to Lt. David Newman. Burt has served the department in almost every role including Firefighter, EMT, acting Deputy Chief, Interim Chief, and IT programmer. We cannot thank him enough for his dedication to the department and to the town. Burt will continue to serve the department as an EMT as well as maintaining and improving our information technology.

The town is well served by the department's officers. Deputy Matthew Svatek is the training officer and is in charge of many technical areas including radios, SCBA and equipment specification. Captain Robert Koning supervises the maintenance of our aging fleet, including our first due engine built in 2000 and ladder truck built in 2001. In addition to transitioning into the EMS coordinator role Lt. David Newman is responsible for maintaining the fire department facility. Toward the end of the year, John Bernardin was appointed as a fire Lieutenant and began leading numerous calls.





While the core of our department continues to be residents who join in order to serve their community, we have become a training department, with a number of younger members being trained who then join local career departments, and a number who go on to graduate school in the medical field. Our officers are focused on training new members to a high level. If you have any questions about joining, please contact a member of the department or the Fire Chief.

This year saw the construction of new cisterns for the Woodward Village development on Bedford Road, as well as cisterns on West Street and off of Acton Street for the Stillmeadow Farm development. These cisterns are greatly needed for providing water for the development as well as these areas of town.

As a department we have now become fully NFIRS (National Fire Incident Reporting System) and MFIRS (Massachusetts) compliant for our fire reporting. This is a requirement after receiving our federal AFG grant of over \$100,000, and the numerous state grants that we have received recently. It is also helpful to standardize our reporting, helping both the state and federal agencies to have statistics for their planning and programs.

Our station continues to be a severe limitation for our operations. Nonexistent office space has been a problem for quite a while, but as our demographics in town change, we need changes to the facility in order to recruit and retain members. Our current facility does not provide facilities for women who have recently been up to ¼ of our membership, and it is not conducive to members being in the station doing remote work while being available to respond to calls. As it becomes difficult to provide coverage from only members who live in town, the ability for members who live further away to stay overnight in the station is also necessary. We are very thankful for all of the efforts of the Public Safety Facility Task Force to explore the possible solutions to our facility issues and look forward to having the town agree on the best solution.

The fire station continues to provide the community with a location for haircuts and meal distribution begun during the town's Covid response. It was great to resume our normal outreach activities like school visits, scout training, CPR training and children washing fire trucks as well as seasonal parades and the Old Home Day barbeque. The department was also very pleased to be able assist with the building of the wonderful new Carlisle Castle.

Another outreach that was new for this year was providing and installing smoke detectors for elderly homeowners in homes built before 1976 that have inadequate detection. We are providing this service to enhance the safety of our residents as well as firefighters. This has been a very successful program assisting several residents who now have adequate fire detection.

This year we prepared and trained for new types of responses including fires that include electrical storage systems and electric cars as well as responses to active shooter situations. In terms of fire response, the number of fires that we respond to are reduced, but when there is a fire, the amount of heat has greatly increased because of the contents of homes. The methods for fighting fires have changed because of the changing building construction techniques and the fact that energy efficient homes are much tighter than in the past. We train for these new responses while continuing to master the rural water supply operations that we rely on in our community without fire hydrants.

We should recognize the men and women who serve the town as members of the department. They devote their time to train extensively and provide availability to respond to calls when needed. These members provide the dynamic staffing that allows us to provide fire protection without pressurized water sources, and the ability to respond to EMS calls concurrent to other fire and EMS calls.

FIRE DEPARTMENT PERSONNEL

Officers:

Chief Bryan Sorrows, EMT
Deputy Matthew Svatek, EMT
Captain Robert Koning
Lieutenant David Newman, EMT
EMS Coordinator Burt Rubenstein,
EMT

Richard Sibley
Katherine Sorrows, EMT
Doug Stevenson Jr, EMT
Kai Tang, EMT
Lee Tang, EMT
Christopher Thunberg, EMT

Firefighters:

John Bernardin, EMT
Lloyd Burke, EMT
Ken Cole, EMT
Robert Dennison (trainer)
Mike DeRoche, EMT
Dan DeRoche, EMT
Mark Gibson
Matthew Herweck
David Moseley
John Richardson, EMT
Kent Smack, EMT
Ryan Strazzere

EMTs:

David Canavan
Alden Harring
Anne Mulgrew
Sarah Nichols
Frank Sargent
David Ziehler

Administrative Assistant:

Kim Donovan, EMT

Code Compliance Inspector:

Anthony Geanisis, EMT

Auxiliary Firefighters:

Tucker Bailey, EMT
Randall Briggs
Michael Cleary
Henry Coady
Jeff Dike, EMT
Bonnie Evans, EMT
Chuck Farrow
Justin Fishlin
Ian Ford, EMT
Steven Frey
Lauren Herschelman, EMT
Deb Kablotsky, EMT
Andrew Keene
Jeffery Perkins
Grace Schneider, EMT
Brendon Scurlock, EMT

FIRE DEPARTMENT STATISTICS

Call statistics:

Structure fire:	6 (2 mutual aid)
Brush/outside fire:	17
Medical assist:	8
EMS:	231
Electrical:	11
Hazardous condition:	6
Water problem:	4
Smoke invn:	3
Mutual aid coverage:	2
Public service:	15
Cancellations:	10
Smoke detector malfunction:	33
Unintentional detector operation:	62
Other:	31
Total:	439

EMS call statistics:

BLS Transport:	100
ALS Transport:	74
Cancellations:	10
No patient:	8
Refusal:	57
No Transport:	25
Total:	274

PUBLIC SAFETY FACILITIES TASK FORCE

The Public Safety Facilities Task Force was established in late 2021 and began meeting early in 2022. Generally, the task force meets twice a month. Meetings have been a combination of Zoom meetings and site visits. The charge of the task force is to determine the current conditions of the fire and police stations to determine if they meet current and future program needs and to identify location/s for either facility should one or both need to be replaced. The task force is close to making recommendations to the Select Board.

The work has been focused on three main areas of exploration;

- 1) Understanding the program needs of each department
- 2) Determining if the current facilities meet program needs going forward
- 3) Identifying available sites for either a combined facility or for two individual structures that meet the need of the departments. The current locations of both the fire and police station were included in our considerations.

The task force approached all of these areas simultaneously.

Current Structures

Program studies were conducted for both facilities to allow the task force to understand the specialized standards for both departments. Additionally an engineering study was completed on the fire station to understand the viability of the current structure.

Fire Station - While the task force is still preparing final recommendations to the Select Board, it is apparent that the fire station is a high priority to be updated in some capacity. It functions with a volunteer force, but only meeting minimum program needs. It is also apparent that the fire department has utilized every square inch of their existing space.

The facility cannot support a part- or full-time force in its current configuration. Going forward the program requires better facilities to provide for the safety of the staff as well as to provide space for potential paid emergency staff should the Town require such staffing in the future.

The engineering study commissioned by the task force determined that adding an additional story on top of the existing structure, though possible, would be too costly to be considered a viable option.

Police Station - As the Municipal Facilities Committee identified several years ago, the police station does not meet the current needs of the program. The facility needs more secure storage to allow for safer booking and holding suspects. Parking is also an issue for the department.

Sites

The task force explored as many Town and privately owned sites as possible. It was understood that safety services, as both chiefs expressed, should be in the center of town. The site search and visits provided exclusions with few options. We learned early in the search that a combined facility would not be feasible due to lack of necessary site space.

The task force continues to meet twice a month. With most of the research complete, the task force will endeavor to sift through the data to make recommendations to the Select Board within the next two months.

Task Force Members:

Tom Bilotta
Christine Lear (Chair)
Jerry Lerman (Vice Chair)
Bill Risso
Lee Storrs
Ingo Szegvari

Exofficio Members:

Master Planning Committee Member John Ballantine,
Former Police Chief John Fisher (through November 2022)
Carlisle FinCom Member Victor Liang
Interim Police Chief Ken Fong
Fire Chief Bryan Sorrows

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 Carlisle Cultural Council is 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) that 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 \$5 million in grants to more than 6,000 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
- Carrying out other necessary administrative functions
- 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.

Community advocacy

American Rescue Plan Act - 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.

In late 2021, we advised the Town of Carlisle ARPA Committee (established by the Select Board) of these impacts. In 2022, in response to our advocacy, the ARPA Committee allocated two tranches of federal ARPA funds to the Council.

In March, \$15,000 was provided for direct Council use for these purposes:

\$5,000 to fund a music program at Old Home Day 2022

\$5,000 to fund an extra cultural grant cycle in 1Q 2023

\$5,000 to fund an extra cultural grant cycle in 1Q 2024

In June, a block grant of \$50,000 was provided to the Council to redistribute to Carlisle-based cultural organizations to assist in their recovery from the impacts of the pandemic. The Council agreed to define and manage the funding process and ongoing administration of these grant funds. We established two programs:

Revenue Shortfall Assistance (based on loss of revenue from donations, ticket sales, advertising sales compared to pre-pandemic baseline): \$33,112 was awarded under this program

Programming Assistance (community engagement): \$16,888 will be awarded to producers of cultural programming in Carlisle

The Carlisle Cultural Council was recognized by the Mass. Cultural Council for its successful advocacy in obtaining these funds to bolster the cultural community. Information about our work was shared with all local cultural councils in the state.

Community outreach and programs - In 2022, the Council continued its focus on community outreach activities outside of the annual MCC grant program.

Carlisle Music Festival @Old Home Day - Members of the Cultural Council conceived and executed the production of a two-day music festival featuring Carlisle musicians in conjunction with Carlisle Old Home Day on Saturday June 25 and Sunday June 26.

The first-ever Carlisle Music Festival @Old Home Day featured 16 Carlisle-based musical performers who played at four different venues:

Carlisle School Plaza/Country Fair (Saturday)

Art & Craft Show at FRS (Saturday)

Friends of Gleason Book Swap (Saturday)

Spalding Field (Sunday)

The Sunday program at Spalding Field featured a large 80-foot by 40-foot tent with a 28-foot-wide stage, food trucks, and a small number of community group tables. The music program featured 11 acts running from noon to 7 PM, performing a wide variety of music styles including classical, choral, jazz, Middle Eastern, rock, folk and Americana.

Approximately 350-400 individuals attended the Sunday event, which was enthusiastically received. In October, members began planning the 2023 festival alongside the Old Home Day organization.

Old Home Day

The Council participated in the Country Fair portion of Old Home Day, with a display table and informational signage. A popular feature at our table was a supply of art materials that encouraged the creativity of many young artists who visited.

The Council acted on its commitment to collaborate with the nonprofit Carlisle Old Home Day Association, including applying jointly for a Mass. Cultural Council Festival Grant, and also approving a local cultural grant, to support cultural components of Old Home Day.

Carlisle Poppy Project - The Carlisle Poppy Project is a community art installation of more than 3,000 handmade crocheted, felted, and knitted poppy flowers, created by the community, that 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. For FY22, the Cultural Council directly funded promotion of the project. For FY23, the Poppy Project organizers applied for and were awarded a Local Cultural Grant.

Grantee Reception - On September 14, the Cultural Council hosted a public reception at Center Park to celebrate the Council's 2020-2022 grant recipients and highlight the FY23 Mass. Cultural Council's local grant program that was open for applications from September 1 to October 17.

The reception was free and open to the public, with refreshments and live classical music from the Tedesco Duo. The reception was attended by many grant recipients and prospective grant-seekers. Kate Reid of the Carlisle Select Board, and a board member of The Umbrella Arts Center of Concord and the Merrimack Repertory Theatre of Lowell, gave introductory remarks.

Social media - The Council continued to leverage its Facebook page, growing our follower base to more than 245, and using paid geography-based boosting for selected posts in order to reach more Carlisle Facebook users. The page is used to promote Council activities, as well as other cultural events, and culturally related news and stories.

Carlisle Master Plan

The Council provided input to the Master Plan regarding several goals and objectives in the draft Plan.

3. Support the Town's cultural and historic resources and activities. 3F. Support the use and/or improvement of indoor and outdoor facilities that support the arts and culture community in Carlisle, reflecting existing and future needs for performances, lectures, and art exhibits.

5. Continue to support Carlisle's commitment to high quality educational opportunities for all.

5D. Encourage shared programming among the Council on Aging, Gleason Library, Carlisle Public Schools, Recreation Department, Carlisle Cultural Council, Agricultural Commission, and other interested groups.

21. Foster opportunities for intergenerational spaces, services, and programming.

21A. Support intergenerational community needs by finding space for programs within the existing inventory of municipal properties or in a new Community Center to be evaluated as part of the Town Facilities Plan (7A) and Banta Davis conceptual study (7B).

21B. Coordinate programming and available public and private space to meet the needs of community members and organizations. (e.g., the Recreation Department, Library, Schools, Cultural Council, etc.)

Mass. Cultural Council Local Cultural Council program - Annual Cultural grants

The Council completed its FY23 LCC grant evaluation and awards in December. This program is funded by an annual allocation from the Mass. Cultural Council; the FY23 allocation was \$5,500. The Council announced 16 grant awards:

- Carlisle Environmental Sustainability Committee — "Route to Sustainability" Town-wide Earth Day Festival

- Gleason Public Library — "Chain Reactions: Make a Rube Goldberg Machine"
- Carlisle Old Home Day Association — Old Home Day Arts and Crafts Show
- Carlisle Garden Club — Seed Swap and Share for Sustainability
- Deborah Bentley et al — Carlisle Poppy Project
- Carlisle Chamber Orchestra — Winter Concert featuring pianist George Lopez
- The Savoyard Light Opera Company — "The Pirates of Penzance"
- Carlisle Community Chorus — Community Chorus concerts
- Carlisle Historical Society — "Preservation of antique and other historically significant Carlisle homes"
- Rita Parisi, for Carlisle COAHS — "I am Zelda," One-act play about Mrs. F. Scott Fitzgerald
- Friends of Center Park — Outdoor Benching for Woodland Gardens
- Carlisle Communications, Inc (Carlisle Mosquito) — Adding Color to our Shared Culture
- Concord Women's Chorus — "Grown Wild" concert
- Discovery Museum — Open Door Connections
- Virginia Thurston Healing Garden — Visual Arts Therapy
- Concord Orchestra — 2022-2023 Season and Music Director Search

Membership (as of 12/31/22)

Jenn Albanese, Secretary

Debbie Bentley, Member

Alain Bojarski, Treasurer

Preston Holleman, Member

Dan Lennon, Vice-chair

Mark Levitan, Chair

Ann Quenin, Member

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. The Council may have as few as 5 and as many as 22 members.

Please contact us at culturalcouncil@carlislema.gov

ENVIRONMENTAL SUSTAINABILITY COMMITTEE

The following list summarizes the activities and achievements of Carlisle's new Environmental Sustainability Committee (ESC) between September 2022 and the end of the 2022 calendar year.

1. We have settled on meeting (basically) every two weeks with a 1.5-hour format.
2. Have determined that the committee will focus on the residential carbon footprint, along with addressing natural habitat and other environmental issues, as 88% of Carlisle's environmental sustainability issues result from our residents' lifestyle.
3. Prepared detailed ESC Work Plan and initial annual budget.
4. Planned and organized initial draft of "Route to Sustainability Day" event to be held on 22 April 2023 in Town Center venues.
5. Applied for local cultural grant from Carlisle Cultural Council/Massachusetts Cultural Council as well as ARPA funding from Town budget.
6. Collectively attended numerous webinars on current environment sustainability issues and collected information on Federal and State changes.
7. Ensured the Carlisle School and Gleason Library attended relevant webinars on carbon emission reduction in municipal facilities.
8. Reviewed issues regarding Greenough Barn removal and town's long-term capital planning.
9. Sustainability Coordinator Susan Thomas widely promulgated the mission and activities of the ESC among relevant town entities.
10. The Sustainability Coordinator also submitted three outstanding Green Community Reports, bringing our reporting requirements for this program up to date.
11. Contributed to Carlisle's House Doctor RFP, adding sustainability requirements, and completed a report on the history on the staffing requirements dedicated to environmental sustainability issues in Town Hall.

Members: Debbie Bentley (Chair), Christina Christodoupoulos (Vice-chair). Judy Asarkov (resigned October, 2022), Eric Balles, Joeth Barlas, Dan Cook, Glenn Reed, Launa Zimmaro, Bob Zogg

Non-Members: Barney Arnold (Select Board Liaison), Susan Lavigne Thomas (Sustainability Coordinator)

FRIENDS OF CENTER PARK

Friends of Center Park, Inc is a non-profit group with a signed agreement with the Town of Carlisle to do the additional chores beyond mowing the lawn that keeps Carlisle Center Park attractive, well groomed, and a worthy destination for visitors. Additionally, we schedule and promote the use of Center Park for community groups to use for outdoor gatherings. We are a volunteer-based group and are careful and frugal with our requests to the Town of Carlisle to pay essential park expenses. We raise and spend our own funds to augment that spent by the town.

Many thanks to the DPW for their quick response to requests for woodchips, asphalt slag removal, gravel repairs to potholes, and their professional lawn mowing and seasonal snow removal.

January/February: Displayed snow sculptures and Nature's H'Art Gallery objet d'art.

February/March: Planned for upcoming year with budget, Horticulture Plan, Communication Plan (new website), and Events Plan. Solicited input from the community via a Zoom meeting. Proposed goals of new native plantings, promoting community events, continued improvements to the new Woodland Garden areas, additional seating, and the need for a welcoming sign. Welcomed clean-up help from Cub Scouts.

April: Began weekly Monday morning Garden classes with the Council on Aging and Carlisle Rec Comm taught by Master Gardeners. (27 two hour classes in 2022) Cub Scouts helped pick up sticks. Migrated to new website. Promoted community spring clean-up morning piggy-backing on the Mosquito Trash party.



BIODEGRADABLE HEART



CUB SCOUTS PICK UP STICKS



PLANTING NEW POLLINATOR GARDEN

May: Promoted and implemented the No Mow May initiative with signs explaining why the middle portion of the lawn was left unmowed for the month. Planted several new native shrubs and the Pussy Willow Living Fence in the new Hügelskultur planting bed.



CELEBRATING 15TH ANNIVERSARY

June: Organized the 15th Anniversary celebration party and Old Home Day booth. Added Goshen stepping stones to main planting bed to assist with maintenance chores. Provided oversight to repair broken irrigation system including severed electrical line and pipe leak.

July/August/September: New annuals along edges of planting beds began to bloom.

Removed Poison ivy without chemicals. Hosted evening Moth event. The garden class visited the Central Burying Ground across the street and generated some ideas for some unhealthy tree removal and low key maintenance. This may become a new initiative for 2023.

October: Offered two Twiggy Workshops, sponsored by Carlisle Cultural Council, with one major outcome being the enhancement of the compost area. Sited a new artisanal wood bench. Decorated and ran the Halloween Spook Trail with 500 (+ or -) visitors. Organized the bulb planting and community end-of-season clean-up morning. Removed beam from front fence to create a new entrance. Created a new moss and fern garden planted in the area cleared by the DPW of asphalt slag/blobs found under trees in the Woodland Garden.

November: First meeting with Carlisle Historical Commission to seek approval for a new sign to hang from the Oak tree in the parking lot island.



SEEKING NIGHTTIME MOTHS AT CENTER



HALLOWEEN SPOOK TRAIL 2022



BARRY OHS WITH NEW BENCH HE BUILT FOR CENTER PARK



WOODLAND GARDENS AT CENTER PARK

Tentatively received approval for the location, approximate size, color of sign and letters. Final design, font, size and materials still under discussion and will also requires Select Board approval and financing.

December: Applied for a \$500 Massachusetts Master Gardener (MMG) grant to add new plants and stone edging to new front entry garden beds. Applied for and was awarded a \$500 grant from the Carlisle Cultural Council to run an event in April 2023 “Outdoor Benching in Woodland Gardens”.

Total \$2,136.94 FOCP funds spent on Center Park in 2022

2023 Friends of Center Park Plans

Our plans are to solicit input from the community into our plans for 2023 in February before we ratify our budget and plans in our March Friends of Center Park (private) Annual meeting. We hope to continue the free Monday morning Garden classes to groom the existing beds, add more pollinator-friendly annual flowers grown from seed, and if the MMG grant is awarded, add premium micro-miniature roses and flowering perennials and bulbs to the new front entrance planting beds. The Outdoor Benching event will result in one or more new wooden Center Park benches. We will continue to push along the request for a Center Park sign to hang off the front island Oak tree. If appropriate, we will assist with the Central Burying Ground maintenance.



44" x 16" WHITE SIGN WITH BLACK LETTERING. FONT, BORDERS AND LAYOUT TBD

Submitted by Alison Saylor on behalf of the BOD of Friends of Center Park

Alison Saylor – President
Joan Allen – Vice President
Chris Cox - Treasurer
Emily Richardson – Events Director
Cecile Sandwen – Communication Director
Tammy Douglas – Fundraising Director
Alison Saylor – Horticulture Director

LAND STEWARDSHIP COMMITTEE

The Land Stewardship Committee (LSC) was created as a permanent sub-committee of the Conservation Commission (ConsCom) in December 2005. The charter of the LSC is to support ConsCom in managing Town-owned conservation land. The LSC currently has seven members and met 12 times during the year. All meetings were held via Zoom videoconference.

Nick Ognibene, who had been a member for two years, resigned in December. He is also a member of the Conservation Commission. Julie Durrell was appointed to the committee in September.

In keeping with the mandate to support the Conservation Commission, LSC members have continued to be involved in: (1) reviewing various proposed regulations and requests for activities relating to Town-owned conservation parcels, (2) purchase and installation of signs for Town-owned conservation parcels, (3) providing input to Town-wide planning efforts, and (4) generally monitoring and reporting on usage and condition of Town-owned conservation parcels and addressing various other land management issues. The year 2022 was a busy year for the LSC, and some of the activities initiated by the LSC are described below in more detail.

LSC presented recommendations for a new Towle Field mowing protocol during a January joint meeting of LSC and ConsCom. This new protocol is based on recommendations from a Sudbury Valley Trustees report and other published guidance. The proposed mowing protocol initially recommended changing the twice-yearly Towle Field mowing to rotationally mowing half the field yearly after the first hard frost, resulting in less frequent mowing and the exclusion of mowing during the growing season. The purpose of the new mowing protocol is to provide a more sustainable habitat for all flora and fauna native to Towle Field.

After a LSC site visit to Towle in March, the proposed new mowing protocol was modified to suggest the field be divided into three sections, with each section being mowed once every three years after the first hard frost instead of once every two years. All field edges would continue to be mowed on a yearly basis to discourage the encroachment of invasive plants. Not only would this new protocol provide more sustainable habitat for Towle Field's native flora and fauna, but it would result in a considerable cost savings over the previous twice-yearly mowing plan. The revised mowing protocol was unanimously approved by ConsCom members at a May joint meeting of LSC and ConsCom.

After the approval of the new Towle Field mowing protocol, Conservation Administrator Sylvia Willard informed LSC members that they would need to monitor and flag invasive poison ivy and glossy buckthorn plants for treatment by John Bakewell. Michaud led the effort to identify and flag the invasives after a lesson in identification from Brownrigg. Brownrigg, Michaud and her son, and Geltner and her husband identified and flagged over 1000 invasive plants for treatment from May through early September. Brownrigg also checked the field for mowing hazards such as stakes, rocks, and holes. He filled a large hole and removed 6 metal stakes in the field marking the former bobolink nesting habitat before mowing commenced. LSC acknowledged the need for a plan to monitor the field closely to determine the effectiveness of the new protocol as well as its effect on the growth of invasive plants.

Asarkof proposed the points at which the field should be divided into three sections and how they should be mowed. Asarkof also identified three possible mowers to implement the new mowing protocol, one of which was ultimately selected as the new Towle Field mower, Sam Bell. Geltner created proposed informational signage regarding the new mowing protocol to be placed at prominent sites around Towle. Geltner, Asarkof and Durrell continue to refine the signage for posting in 2023. Sam Bell mowed the first third of the field, near Westford Street, on November 24, after the first hard frost.

In further efforts to control the growth of invasive plants at Towle, Asarkof introduced LSC to Maddie Kiszewski who educates others on invasive plant identification and removal. She and her team utilize manual methods such as weed wrenches and pickaxes to remove invasive plants. Kiszewski and her team removed some woody plants from the main field in the fall. Work is expected to continue into 2023.

Asarkof alerted the LSC to habitat damage to Foss Farm's sandplain grassland habitat being caused by motorists and others frequenting Foss Farm. In August Asarkof presented the LSC with a map outlining this sensitive area used by tiger beetles (one of which is a species of special concern), ground-nesting wasps and other uncommon insects. Asarkof suggested ways in which to reduce damage to the area using t-post barriers and signage. LSC voted to send Asarkof's proposal to ConsCom and the matter will continue to be discussed into 2023.

With regard to conservation land signage, LSC obtained a \$5,000 ARPA grant in March for the purchase of new signage, including handicap parking signs, for conservation lands. Lyman and Geltner secured quotes from sign companies. Lyman purchased hardware supplies, and Lyman, Brownrigg and Geltner and her husband attached signs to posts at Lyman's house in September. Three DPW employees installed 9 signs at various conservation lands with Lyman in attendance in October. A letter of appreciation was sent to Superintendent Gary Davis.

With regard to item 3 (input to town-wide planning efforts), LSC was asked in January to submit comments related to the Master Plan Steering Committee Implementation Table. The table served to summarize the final draft recommendations and future priorities of the Town of Carlisle as developed by the Carlisle Master Plan. After discussion at the January LSC meeting, Lyman composed and submitted LSC's comments to MSPC Chair Jack Troast. In November, Lyman and Michaud attended an "All Chairs Meeting" held by Carlisle's new Town Administrator, Ryan McLane, during which committee Chairs were given the opportunity to introduce themselves and discuss goals and priorities for 2023. Lyman and Michaud discussed a few of the LSC's recent initiatives and cited funding and lack of volunteers as the primary issues facing the LSC.

With regard to parcel monitoring, Lyman and Michaud initiated a new plan in November whereby all LSC members will periodically check on essentially all Town-owned conservation lands. Lyman and Michaud prepared a list of conservation parcels ranked by size, along with a list of responsibilities for monitors. All members voiced support for the proposal and members were assigned a minimum of four properties each. Conservation Administrator Sylvia Willard also volunteered to monitor properties. Several properties have two volunteer stewards, and those members will share the monitoring responsibilities on these parcels. Some of the responsibilities stewards will have when checking their assigned properties include checking the condition of signs, parking areas, agricultural areas, trails and boardwalks, human use effects, natural conditions, property boundaries, kiosks, doggie bags and trash bags where applicable. Specific items related to certain properties such as the dam and spillways at Greenough and the water levels at the Cranberry Bog, etc. are included. Stewards have been provided with checklists which are given to Lyman when completed and further action taken when necessary.

Lyman completed a Baseline Assessment of the Benfield Conservation Land, which has been posted to the Town's website, and is planning on starting one for Russell Conservation Land in 2023. Brownrigg has been working on one for Woodward.

In the past, LSC has been responsible for maintenance of the Cranberry Bog House, including selecting contractors for repairs, and issues related to fire safety and security. In January it was decided that the

Municipal Facilities Committee would take over responsibility for Bog House maintenance and that ConsCom would be responsible for overseeing how the Bog House is used.

Lyman regularly attended and took notes during Cranberry Bog Working Group (CBWG) meetings and reported important updates to the LSC. In April LSC voted to support the CBWG request for CPA funds to repair Cranberry Bog Dam #1.

Land Stewardship Committee members:

Judy Asarkof

Tom Brownrigg

Dwight DeMay

Julie Durrell

Debby Geltner

Warren Lyman (Co-chair)

Rhonda Michaud (Co-chair)

Conservation Administrator: Sylvia Willard

MASTER PLAN STEERING COMMITTEE

The Carlisle Master Plan Steering Committee (MPSC) presented a final draft of the Master Plan at a joint meeting of the Planning Board and the Select Board on February 1st 2022. The final Draft Plan had 86 recommendations grouped among 5 community values all developed from community feedback collected since 2017.

The MPSC decided to prioritize 20 of the 86 recommendations that would enable the Town to take a more proactive and comprehensive approach to decision-making highlighting four key themes:

1. The need for more coordinated land use planning and policy development.
2. An emphasis on coordinated fiscal planning.
3. Integration of coordinated facilities planning.
4. Planning for environmental sustainability.

The Carlisle Master Plan was released as Final Draft on March 1st, 2022, with technical support from Barrett Planning Group. The Master Plan Steering Committee asked for comments from Boards and committees as well as the public. The public comment period lasted for 60 days resulting in 145 comments. The Committee addressed all of these comments in writing and incorporated a number of the comments in the Final Plan.

The Final Plan setting forth 87 recommendations was accepted by the Planning Board on May 9th 2022. The final document contains nearly 450 pages, the majority of which comprise a comprehensive appendix. The body of the report is about 100 pages in length organized around 8 chapters that address the community goals.

The Master Plan Steering Committee last met on June 30th 2022 and agreed to develop materials that summarize the findings of the Plan in conjunction with the implementation actions to be undertaken by the Planning Board and the Select Board.

Over the summer the Select Board adopted 22 of the recommendations as priorities in establishing their Fiscal Year 2023 goals. These adopted recommendations included 15 of the 20 priority recommendations identified in the Master Plan. Several of the remaining priorities are key initiatives of the Planning Board and the Affordable Housing Trust.

On September 27th the Select Board asked Town Administrator Ryan McLane to form a Master Plan Working Group to include MPSC Chair Jack Troast and other key municipal staff. The objective of the working group was to assign the 87 recommendations to Boards and Committees as well as staff representatives who would assume primary responsibility for particular recommendations. The process was designed to establish a dialogue with the respective Boards and Committees to insure that they felt the responsibility was properly assigned. Once adopted, the Boards and Committees would be responsible for regular reporting to the Select Board and the town.

To date, we have completed 4 out of 87 recommendations. Specifically, the completed recommendations are:

4a: Hire a Town Planner

13c: Establish a Master Plan Implementation Committee (later deemed to be a staff led working group)

15b: Establish the Environmental Sustainability Committee

22c: Ensure adequate staffing for COAHS (this will need periodic revisiting)

The new Town Planner, Julie Mercier joined the municipal team in December of 2022 and will serve as principal staff liaison to Boards and Committees in their responsibilities for the Plan implementation. Julie will also be supported by other members of the administrative team including but not limited to Ryan McLane, Aubrey Thomas, Sylvia Willard, Linda Fantasia, Kim Kane, Jennine Blum, and the team at the Council on Aging and Human Services.

In addition to the completed recommendations, progress is being made on a number of others as the implementation assignments are completed.

Carlisle Master Plan Steering Committee

Jack Troast, Chair

Barney Arnold, Select Board Representative

John Ballantine

Debbie Bentley

Mary-Lynne Bohn

Christina Christodouloupoulos

Janne Corneil

Kerry Kissinger

Kate Reid

Nancy Shoheit West

Bob Zogg

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 School. It was formed partly in response to a study performed by TBA Architects. They evaluated four (4) Town buildings: the Police Station, the Fire Station, Town Hall and the Department of Public Works (DPW). Their report showed a total of \$7,093,250 in costs both for deferred maintenance and for regular maintenance.

In 2019, the MFC commissioned TBA to perform a similar study of the Gleason Library. This resulted in an additional projection of \$528,000 in maintenance costs.

Given the long and costly list of maintenance projects and the Town's limited financial resources, not all of the maintenance projects can be handled in a single year. The MFC has had to organize the list of projects by priority, with projects that affect health and safety rising to the top of the list. Each year, we address those projects that are most significant.

In 2022, the following major projects have been completed:

Organizational

- When the Town hired a Facility Manager in 2019, there already was a Facility Manager and staff in place at the Carlisle Schools. Since then, the Town Facility Manager and the School Facility Manager have been working together in an informal manner to coordinate maintenance of Town buildings. During 2022, a pilot project was begun to form a unified building management department responsible for managing all Town buildings. This modification to the organizational structure required no additional staff. During 2023, the pilot project will be evaluated to determine how well it is working and whether further changes are needed.
- Administrative assistance was made available to the MFC to produce minutes of the meetings and assist in managing existing vendor contracts.
- The charter of the MFC was updated by the Select Board in conjunction with the MFC to focus more on long-term planning rather than on day-to-day operational and management issues.

Gleason Library

- The new rooftop ventilation unit to replace the old failed unit has been installed. Due to supply chain issues, it won't be fully operational until 2023 when a necessary interface card is obtained. The project also included a Building Management System that will allow remote management of the ventilation unit and eventually all of the Library's HVAC systems. Cost: \$135,388
- Design documents for repair of sections of the library roof were completed and put out for bids. The consultant that produced these documents will also be responsible for project management. Cost: \$84,500
- Several bids were received for the library roof project. A vendor was selected and work will begin in April of 2023. Cost: \$332,000.

Bog House

- The existing fire alarm connected to the Carlisle Fire Department by 2 telephone land lines (for redundancy). The telephone lines were unreliable and generated many faults requiring someone to determine the problem. It also incurred a monthly cost for 2 telephone lines. This system was replaced with a radio transmitter that connects to the Carlisle Dispatch Center without the telephone lines. Cost: \$8,099

In 2022, the following projects were initiated, by not yet completed:

Organizational

- In conjunction with the Town Administrator, RFQs were developed to acquire engineering assistance for various Town building projects. The selected vendors will be able to provide expertise in various disciplines (plumbing electrical, HVAC, etc.) as needed. Several responses have been received and during 2023 a Design Selection Committee will be convened to choose the vendors.

Gleason Library

- An architect was engaged to draw up plans for an expansion of the utility room. This is needed to accommodate additional filtering systems to deal with PFAS contamination in the water supply as well as additional space needed for planned upgrades to the HVAC system.

Police Station

- A vendor was selected to install a ramp to replace the failed outdoor lift system. Due to supply chain issues, work will not be completed until 2023. Cost: \$103,200

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

Members

Jerome Lerman, Chair
 Bill Risso, Vice Chair
 Steve Hinton
 Carrie Patel
 Travis Snell

Non-voting Members

Stephen Connearney, School Facility Manager
 Steve Bastek, Town Facility Manager

SUSTAINABILITY DEPARTMENT

Carlisle partnered with Westford to hire a shared Sustainability Director for fiscal year 2023 using funds from an Efficiency and Regionalization Grant, part of the Massachusetts Community Compact Cabinet Grant Program. The Carlisle Town Administrator and a former member of the Energy Task Force participated in the interview process with staff and community members from the Town of Westford. The selection committee chose Susan Thomas to serve in this position and she was unanimously appointed by the Carlisle Select Board on July 12, 2022. The Carlisle Select Board created a charge and established the Environmental Sustainability Committee in August of 2022 to work with the Sustainability Director. Starting with just a few members, this Committee was fully seated in February of 2023.

Between July of 2022 and December 2022, the Sustainability Director:

- Conducted introductory in person meetings with the schools and town department heads to understand immediate and urgent tasking as well as building an understanding of operations and how sustainability actions and criteria might be integrated into everyday functions and planning.
- Conducted introductory (mostly zoom) meetings with many committees to understand and contribute to their operations and volunteer to serve as a resource through presentations and participation in their activities on relevant issues.
- Regularly attended TSAC, MFC and PSFTF meetings as these committees had active projects/decisions intersecting with sustainability.
- Discussed updating policies and procedures throughout town, including but not limited to:
 - o Facilities: planning for maintenance and repairs, upgrading or building new buildings, and site location of new construction. Distributed sample sustainable building standards. Discussed small electric engines for maintenance.
 - o Fleets: purchasing electric or hybrid vehicles and the associated charging equipment and placement, including fleets.
 - o Solid Waste: Buy Recycled, Large Event solid waste disposal – consulted with MA DEP re SMRP RDP grants and other policies with TSAC/ESC member
- Distributed outreach pieces through the Mosquito and COAHS electronic and paper communications
- Created the initial Environmental Sustainability Committee website page
- Actively ran and recruited for the ESC in Carlisle until the membership was great enough to elect a Chair.
- Appeared at the Transfer Station Grand Reopening to meet with residents, bond with TSAC and answer questions, and publicize the ESC
- Attended numerous webinars to stay on top of current issues in the Master Plan, including Specialized and new stretch building codes, local, state and federal legislation and funding opportunities, electric vehicles, fleet opportunities.
- Researched the resources for invasive plant removal at the cranberry bog.
- Researched possible deconstruction alternatives for the Greenough Barn
- Promoted the CCA
- Identified that the CCA contract is coming up for renewal and began researching bid possibilities

- Identified that the CCA and municipal electric contracts could be separated for additional savings.
- Assisted the ESC in applying for Carlisle Cultural Council Grants,
- Assisted the ESC in their work on the budget, workplan and update of Master Plan goals.
- Assisted the ESC with RTSD Planning
- Updated 3 years of Green Communities reporting ensuring eligibility for \$200,000 in grant funding in FY 24-25.
- Provided new rebate and incentive information to Affordable Housing

Susan Thomas
Sustainability Director

RECREATION COMMISSION

The Recreation Commission (RecCom) oversees recreation fields & facilities and develops and administers a diverse selection of fee-based arts & crafts, life skills, personal development, and health and fitness programs to Carlisle residents of all age groups. The Recreation Commission works closely with the Carlisle Public School and local sports programs to schedule sports practices and games on the playing fields.

The Recreation Commission consists of: Scott Jamison (Chair), Courtney Bittelari, Phil Gibson, Drew McMorrow, and Sarah Wengert. We bid farewell to longtime Recreation Commission member, Amy Smack, in 2022. Carlisle residents Phil Gibson and Sarah Wengert were nominated and sworn in as commissioners in 2022. Scott Jamison took over from Drew McMorrow as Chairperson.

The Recreation Commission employs a Director, Holly Mansfield, responsible for program development, oversight, coordination of resources, scheduling programs and meetings, attending regional recreation meetings and many varied administrative tasks. We could not ask for a more competent or professional employee, as Ms. Mansfield manages all aspects of her job with the utmost care, and goes above and beyond with participation on the Carlisle Cheer Committee to bring special events to residents.

The Recreation Commission works in close liaison with the Planning Board, Finance Committee (FinCom), Dog Control Committee, Trails Committee, Council on Aging (COA), Community Preservation Committee (CPC), Master Plan Steering Committee (MPSC), Conservation Commission (ConsCom), Open Space & Recreation Plan Committee (OS&RPC), Community Center Advisory Group (CCAG), and the School Committee (SC).

Year in Review

The Recreation Commission held monthly meetings in 2022 and made progress on a variety of initiatives.

Top priorities in 2022:

1. Overseeing field and facility maintenance bids and contracts
2. Program development and oversight
3. Negotiations with the Steinberg-Lalli Charitable Foundation to plan for development of a community complex of a pickleball facility, a community center and other recreational amenities
4. Progress through the Dog Park Subcommittee for the development of a sustainable dog park
5. Participation in the Master Plan Advisory Committee to advocate for recreation needs to be factored into the Carlisle Master Plan
6. Coordination with the Carlisle Public School for continued use of the Brick Building and Spalding and Banta-Davis fields for sports and programming
7. Improvement and repairs to the Brick Building and relocation of the Recreation office to the Brick Building
8. Coordination with a team of researchers from Boston University on deer impact in suburban areas, with research sites at Banta-Davis Recreation Area and Benfield Conservation Area
9. Transition from multi-year chairperson Drew McMorrow to a new chairperson
10. Implementation of a replacement software-based registration system for all programs

The Recreation Commission continues to work toward three important goals:

1. Professionalizing the maintenance of our existing facilities, which have in the past relied on volunteers for much of their maintenance,
2. Upgrading and improving our existing facilities, as funds allow, so that the community can get the best possible use of them, and
3. Planning for a Community Center as a permanent home for Recreation programs.

Existing Fields and Facilities

Currently the Recreation Commission schedules and maintains one 50/70 diamond, one softball and two multi-purpose fields. The two baseball fields and softball field at Spalding are currently unused. In addition, the RecCom maintains the Brick Building, an asphalt running track, two tennis courts, two tot lot playgrounds, a beach volleyball court, and a fitness cluster.

Fields and Facilities Maintenance

The Recreation Commission oversees the current contract with an outside vendor for field fertilization, pest management, lawn mowing, and general upkeep of the grounds at Spalding and Banta-Davis fields. The grass fields are in excellent condition and the Recreation Commission has received high praise from Carlisle Public School Athletics personnel as well as local Concord-Carlisle sports programs.

Fields and Facilities Enhancements

Enhancements to fields and facilities are still needed. The Recreation Commission continues to discuss the best course of action for a rotation of fields to manage overuse. The Commission is committed to increasing user and spectator ADA accessibility and compliance at all recreational fields and facilities. The Spalding field study, which was put on hold during the pandemic, will provide much needed information on future use patterns for this town resource.

In coordination with the Recreation Commission, Concord-Carlisle Youth Baseball and Softball (CCYBS) continued to make upgrades to the fields at Banta-Davis, installing a new fence on the softball field in mid-April that brings the field to regulation size. There is still more planned for the field to include back-stop padding, windscreen, benches and a batting cage.

The Town of Carlisle was approached in June 2021 by a private foundation seeking to donate \$1.5 million dollars to build an indoor/outdoor pickleball facility. Unfortunately, in 2022, the foundation withdrew the donation after continued delays that would have pushed a decision until the fall Town Meeting. There is still a high demand for pickleball in town, and the Recreation Commission continued to discuss options for a pickleball facility. There is room to add six outdoor pickleball courts in the outfield of the softball field at Banta-Davis, and this area is being considered.

Updates on Fields and Facilities

BANTA-DAVIS: The Recreation Commission has responsibility for maintaining and scheduling the fields and beach volleyball court on the Banta-Davis land. The Rory Bentley Fitness Cluster is also located at Banta-Davis, and was voted in 2022 to allocate funds to refresh the park. Gators Volleyball Club offered beach volleyball programs to residents during the spring and summer months in 2022.

On-going discussion among board members is the build-out of the Banta Davis facility. The current fields are a product of the 1998 development activity, of which only the first of four phases were implemented. In 2006, further proposals were considered at Town Meeting but not realized.

DOG PARK: The Recreation Commission progressed the work on developing a fenced, off-leash dog park at the Banta-Davis Recreation Area. It will be open to all ages and ADA accessible. An off-leash dog park is a public park where people and their dogs can play together, socialize, and build community around healthy

pet ownership. The Recreation Commission received a grant from the Stanton Foundation to help fund the park. The Stanton Foundation will provide 90% of hard construction costs and the town will provide the remaining 10%. The Recreation Commission was granted CPA funds to cover the 10% portion of the total dog park cost, with a confirming vote at Carlisle Town Meeting.

DIMENT PARK: The tot lot is for young children up to 5 years old. It is one of the only venues in town for young children and their caregivers to meet and socialize. The Recreation Commission reviewed the park in person in September and made a list of items that need to be repaired. There was discussion about plans for the park going forward, and several members of the public have sent letters in support of continuing to have this park available. The committee is planning on both short term improvements to make the playground safe as well as a longer term plan for update of the park.

BANTA PLAYGROUND: The Recreation Commission reviewed the park in person in September and made a list of items that need to be repaired.

The dismantled Kindergarten Playground from the Elementary/Middle School is currently being stored at Banta Davis by the water treatment building and is being considered to replace the current structure.

RORY BENTLEY PARK: Improvements were determined to be needed at the Rory Bentley Fitness Center at Banta-Davis. The proposed improvements included repairs to the retaining wall, bringing in clean fill to level the ground and mulch to cover exposed posts. The funds for repairs were approved for implementation in the spring of 2023 by the members of the William's Be Yourself Challenge (WBYC).

ICE SKATING RINK: The temporary ice skating rink was not installed in 2022 due to on-going challenges with set-up and difficulties mitigating damage to the ice rink equipment by residents during the freezing period. The considerable cost of set-up cannot be justified based on the number of days when conditions are suitable for skating.

TENNIS COURTS: The Tennis Courts were resurfaced in August of 2022, with the entire court repainted and tennis and pickleball lines re-drawn. New rolling pickleball nets were donated by a Carlisle family. Due to high demand for the courts for both tennis and pickleball, The Recreation Commission has made it a priority to explore dedicated pickleball courts in town.

SCHOOL PLAYGROUND PROJECT: The Castle Playground Project Team consulted with the Recreation Commission throughout the planning, fundraising, and building process for the new Castle Playground, which was built via private fundraising and volunteer labor in September and October of 2022. The dismantled Kindergarten Playground is currently being stored at Banta Davis by the water treatment building.

Brick Building

Superintendent of Schools, Mr. Jim O'Shea, issued a renewal agreement for the Recreation Department's use of the Brick Building. The use of this facility enhances and assures the success of after school recreation programs for children. Having access to the Brick Building allows community groups, such as Boy Scouts and Girl Scouts, to secure meeting space for monthly meetings and events. Aside from Town Hall meeting rooms, which are already in use for programs, very few viable options exist for Recreation program space. The Recreation Commission has authorized upgrades to the facility in the form of updated bathroom fixtures, a new floor, new roof, chimney repair, fresh paint, and a new office for the Recreation Department. New windows will be installed in spring 2023.

Programs

With on-going considerations for the global pandemic, recreation programs were scheduled to take place outdoors when possible, however, restrictions have eased and programs were successfully scheduled indoors

at the Brick Building, Gym, Exercise Room and Auditorium. With these protocol in mind, the Recreation Department was able to offer a variety of recreational opportunities to meet the needs of all segments of our community.

Recreation started the 2022-2023 school year with a new program registration system. In June 2022, the Recreation Commission contracted with MyRec and the new system was installed in August 2022. The new registration software has allowed greater ease with program registration as well as a clear list of all program offerings. The Recreation Commission has also created an Events column for all town organizations to advertise the great programs and events offered to the Carlisle community.

The Summer Fun Program for youth (age 4+) was offered for six weeks during the summer using both outdoor and indoor recreation facilities. Tents were set up on Spalding field and children rotated through stations. On days with extreme heat or rain, the Summer Fun program was moved indoors in the gym and exercise room in the Carlisle Public School. COVID-19 protocols have eased, however Summer Fun still remained cautious of COVID-19 transmissions working closely with the Board of Health for increased vigilance around health and safety during the program. Fourteen young people were employed during the summer as counselors. The program was a success with zero virus transmission and families were very appreciative for the opportunity for their children to enjoy outdoor fun, exercise and social engagement.

Partnerships with a number of children's program vendors have yielded new program offerings in the areas of: engineering, electronics, RE/CO robots, world language, science, coding, art, leadership, social skills, dining etiquette, Minecraft, photography, and fitness.

STEM programs, offered on-line and in-person, continue to be highly valued after-school options for students and families. Engineering using LEGO, circuits, chemistry, and science offered opportunities to develop problem-solving skills in a fun, exploratory environment.

The Recreation Director worked closely with surrounding towns to collaborate on various on-line and in-person adult and children's programming, ensuring programs would run when they otherwise might be canceled due to low numbers.

Nashoba Valley ski and snowboard program, creative dance, karate, archery, tennis, pickleball and soccer were some of the popular outdoor fitness and movement options for students. Gators Volleyball Club offered a beach volleyball program during the summer months, which was well attended. Skyhawks Sports Academy offered some new outdoor sports programs for children, including basketball, flag football, and street hockey.

On-line and in-person Home Alone courses for tweens and teens, babysitting certification courses, social etiquette courses, CPR courses, Zumba classes, watercolor, Pokémon Lego, cooking, pottery, and yoga classes were some of the most successful offerings in 2022.

With creativity and tenacity, Carlisle Recreation has offered a wide range of programs for residents at all age levels. Programs for adults included a variety of health and wellness, nutrition, child development, science, arts, sports, and education classes. Popular adult offerings in 2022 included pickleball, archery, watercolor painting, Zumba, CPR, and basketball.

Making Life-Long Learning Fun

The Recreation Commission's goal is to provide quality programs for all residents of Carlisle and to reinvest in our community. Excess fees generated from our programs, gifts, grants and projects are given back to the community. We are fortunate to have many teenagers and adults performing community service as chaperones, coaches and referees. Often their service means a program can run despite low enrollment or at

a lower cost. We honor the commitment of our volunteers and ensure their success by planning for future recreation needs, collaborating with peer communities, and maintaining and preserving our resources to the best of our ability.

Respectfully Submitted,
Scott Jamison (Chair), Courtney Bittelari, Phil Gibson, Drew McMorrow, and Sarah Wengert

TRAILS COMMITTEE

As the Covid-19 pandemic ebbed in 2022, the Trails Committee returned to a more normal schedule of public walks and workdays. Committee meetings remained virtual, but we completed some major boardwalk projects with volunteer help.

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 Selectmen on trails issues.

Public education –The committee led four public walks after cancelling the January full moon walk during a Covid surge. In April, biologist Bryan Windmiller led 15 participants on a vernal pool exploration at the Conant Land. In June, 15 people walked from Foss Farm to the Bedford Road canoe launch to the Elliott Preserve for Riverfest. We had visitors from Arlington, Chelmsford, Littleton, and Medford. The Double Sundae Sunday Saunter on Old Home Day weekend attracted 26 people who walked all or part of the 7-mile loop between Carlisle’s ice cream stands on a hot day. The committee had a booth at Old Home Day where 15 trail map books were sold and we talked to many people about trails. On the day after Thanksgiving, 20 people walked the Towle and Greystone trails. Rain was forecast but held off for us.

Volunteer webmaster Lisa Ankers maintains the Trails Committee’s web site, carlisletrails.pbworks.com, which links to the Town website (carlislema.gov/189/Trails-Committee). Individual trail maps are available on the websites, as well as information on the Carlisle Trekker Award and notices for upcoming walks and workdays. Roy Herold keeps Carlisle’s trails up to date as they appear in online Open Street Maps.

The 2018 edition of the Trails Committee’s guidebook to the Town’s conservation lands, “Trails in Carlisle”, is available at the Town Hall.

This year 5 people earned their Carlisle Trekker awards for hiking all of Carlisle’s trails: Angela Smith (#64), Henry, Karin, and Justin Kliger (#65-67), and Tim Downing (#68). Others completed their walks but were unable to complete the requirement for a trails service project because of pandemic limits on group gatherings.

The committee’s multi-year project to add uniquely numbered intersection markers at all major trail junctions in town got restarted after pandemic restrictions eased at the Carlisle School. 12 markers were completed and installed. 14 new markers were given to the Art Club and we are hopeful that the final 17 markers will be completed in 2023.

8th grader Charlotte Stevens posted signs at trail heads asking walkers to remove invasive plants as part of her Civics project.

Trail maintenance and construction – The Trails Committee worked with Carlisle Boy Scout Troop 135 on a major project to replace the rotting decking on four bridges along Cross Street’s paved pathway. Scout Adam Selig managed the project to rebuild the first two bridges in September for his Eagle award. Alan Ankers from the Trails Committee managed reconstruction of the final two bridges in October. Each project took two days of deconstruction and construction work by many Scout and Trails volunteers after many hours of planning. Materials were paid for, and construction debris was removed by the Town’s DPW.

Trails Committee volunteers also replaced about 30 rotting boards on the large bridge connecting Spalding

Field with Banta Davis in 4 separate workdays throughout the year as holes developed. Materials were supplied by the Recreation Commission, which originally contracted to build the bridge. Trails and RecCom are discussing how to do a comprehensive rather than piecemeal repair as the decking continues to fail. The bridge has 606 decking boards.

Some of the Committee's goals for the year were to improve trails that are chronically wet and muddy in the spring. Good progress was made on the southern end of the Davis Trail, with the addition of 4 "duckboards", steppingstones, and crushed stone. Some progress was made on Two Rod Road with the addition of a duckboard and steppingstones but much remains to be done. Dan Wells and Sylvia Willard of the Conservation Commission kindly showed us which areas are wetlands requiring a permit and which are not. We are still working on an approach for the Malcolm Land between the inner and outer loops, which will require a wetland permit.

We purchased \$1,530 of lumber in April for duckboards, bench seats, and signposts. In addition to the work above, duckboards were installed on the Towle Inner Loop (Beaver Bypass) and the Tupelo Trail in the Rangeway Conservation Land.

Throughout the year the committee cleared numerous trees that fell across trails on almost every parcel of conservation land. The Google Docs spreadsheet the committee uses to keep track of fallen trees had 165 entries for the year, compared to 153, 155, and 167 in preceding years.

The committee mowed trails including Red Tail, Piggery, Beaver Loop, and River trails at Great Meadows, Bisbee, Davis Corridor, Elliott, Foss, Fox Hill, Malcolm, Otter Slide, Sachs Greenway, Spencer Brook, Towle, and Two Rod Road. Most trails were mowed multiple times through the summer and fall. Mowing trails at Great Meadows became much easier when Steve Tobin was allowed to use a US Fish & Wildlife Service brush mower. We had welcome help mowing from Jonathan DeKock at Foss, Judy Asarkof at Towle, Luke Ascolillo at Woodhaven, and David Hart at the Benfield Conservation Land.

Other maintenance projects included re-decking a 16-foot bridge on the Red Tail Trail, scrubbing slippery scum off a bridge on the Rockstrom Trail, replacing broken boards on the bridge across Greenough Pond, adding friction tape to the steps at the Russell Conservation Land, removing a Great Meadows sign kiosk at the Greenough end of the Red Tail Trail that was destroyed by vandals, and replacing broken signposts at Bisbee, Greenough, and Two Rod Road.

We sponsored a volunteer trail workday in April for the first time since the Covid pandemic started. 18 volunteers split up into four work groups, doing brush clearing in Great Meadows and Poole Swamp, hardening the Davis Trail, and enlarging stone wall openings at Benfield Conservation Land.

After septic system construction was done on the Benfield Conservation Land, the crushed stone in the cart path used for truck access was left in place. Previously the cart path was wet and muddy in the spring. There were complaints about the difficulty of walking and pushing strollers over the coarse stones. The Committee tried raking the larger stones out of the middle of the path leading up to the Cedar Loop Trail to make a better walking surface. More work remains to be done.

In late fall, Committee members raked leaves and pine needles off all the boardwalks and bridges to prevent rot. In a successful experiment, Warren Spence hung rakes and brooms at several boardwalks with signs asking trail users to help.

Three trailside wooden benches were installed this year at the Cranberry Bog.

The Committee worked with Aberdeen Drive homeowners, Great Brook Farm State Park, and the New England Mountain Bike Association on a trail easement issue. In a nutshell, no one realized the 1980s public access easement did not allow bike riding until recently when bike riding in the Park became very popular. Changes in Park signage and notices through NEMBA were made to get the word out that public access through Aberdeen Drive does not include bikes.

A new fence and additional signage were installed at Woodhaven Farm to address problems with off-leash dogs on the Woodhaven Trail, apparently successfully. The Carlisle Conservation Foundation (CCF) and Sudbury Valley Trustees, co-holders of a Conservation Restriction on the property, worked with the owner on this project.

Preserving trails and new trails – (1) The new Jack & Betty Valentine Trail was completed through the former Valentine property, connecting Acton Street to the Bruce Freeman Rail Trail in Acton. The trail, which starts in Carlisle but is mostly in Acton, is part of the Bay Circuit Trail. After a long process, the Acton Conservation Commission issued wetland permits for two boardwalks. The boardwalks were constructed by volunteers during 4 workdays in September and October. The CCF paid for the materials and led the project with help from the Trails Committee. (2) New trails in the Woodward Village conservation land will be opened once the housing construction is complete, expected in 2023. (3) The Planning Board had preliminary discussions about a proposed Conservation Cluster at 75 West Street. It would include trail access from West Street to the Ryan Land owned by CCF.

Interfacing with other boards and committees – The Trails Committee and the Master Plan Steering Committee had discussions on the wording of tasks for the Trails Committee in the Master Plan that was adopted. The Trails Committee supported Cons Com’s request for CPA funding to repair the Cranberry Bog dam. The Committee worked with Great Brook Farm State Park Supervisor John Aziz on signage and repairs. Steve Tobin volunteers at Great Meadows National Wildlife Refuge; he was trained on their DR Brush Mower and participated in an invasive species survey. Marc Lamere is the committee’s representative on the Conservation Restriction Advisory Committee. The Committee again worked with Jack Huntress, organizer of the MTB50 mountain bike ride, to be sure the route was passable and legal for bike use. The October ride was successful with 60 riders and no public complaints.

Finances – At year’s end there were \$13,431 in the Trail Maps revolving fund, \$9,992 in the CPA account, \$1,053 in the Trails Grant account, and \$14,228 in the Gifts account. \$1,022 was donated to the Gifts account by a Carlisle mountain bike group after their Carlisle riding tour.

Acknowledgement - 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 direct involvement of the Trails Committee. Without volunteers, the Town wouldn’t have its wonderful trail system. We also thank Lisa Ankers for maintaining the committee’s web site.

Current members of the Trails Committee are Alan Ankers (vice-chair and secretary), Chris Chiapella, Roy Herold, Charlene Hinton (treasurer), Marc Lamere, Warren Spence (clerk), and Steve Tobin (chair).

Report submitted by Steve Tobin.

TRANSFER STATION ACTION COMMITTEE

Overview

The Transfer Station Action Committee was formed by the Select Board to implement the recommendations of the Transfer Station Task Force. It absorbed the Household Recycling Committee.

Activities

During 2022 the Transfer Station Action Committee initiated an action plan targeted towards solid waste reduction through increased recycling. This culminated in a Transfer Station launch event in early October. The following items were accomplished during 2022:

- Transfer Station Improvements
 - Painting of 9 trailers
 - Painting/Replacement of 2 sheds
 - Relocation/reorganization of swap shop
 - Relocation of some recyclable trailers for increased convenience
 - New signage throughout
 - Focus on textile/compost recycling
- Community Outreach/Education
 - Initiated outreach/education campaign which will continue into 2023
 - Updated website with additional recycling information accessible via QR codes on signage at Transfer Station
- Normalized policy on CD such that it is free for non commercial use by residents
- Assisted DPW with all necessary DEP filings and assured proper reporting of user count resulting in Carlisle's improvement with respect to state comparison chart.
- Updated Transfer Station

regulations Solid Waste & Recycling in 2022

Solid waste dropped by 200 tons in 2022 from 1830 to 1630 which is the lowest solid waste in many years. It is believed that there were three reasons for this drop:

- Increase in textile/mattress/compost recycling
- Move of about 40 residences from local hauler/direct depositor to commercial companies which take trash outside of Carlisle
- Continued reduction of Covid impact

Recycling of traditional recyclables (cardboard, mixed paper, glass, metal and plastic) also diminished by about 4% in 2022 which is believed to be a result of the move from local haulers and direct depositors to commercial companies.

Plans for 2023

TSAC has already initiated a number of activities for 2023:

- Local Private Haulers – bring into compliance with state law and Carlisle Transfer Station regulations through increased recycling
- Large event planning guidelines
- Swap Shop operational improvements
- Research into additional recycling possibilities
- Research into additional reuse opportunities/charitable organization collaborations
- Community outreach/education in support of solid waste reduction
- DEP Filings to optimize grant funding
- Support of Hazardous Waste Collection

Members

Tom Bilotta (Chair)

Christine Lear (Vice

Chair) Dan Cook

Carren

Panico

Carrie Patel

Rob Peary

John Petrie

Laura

Snowden

Dan

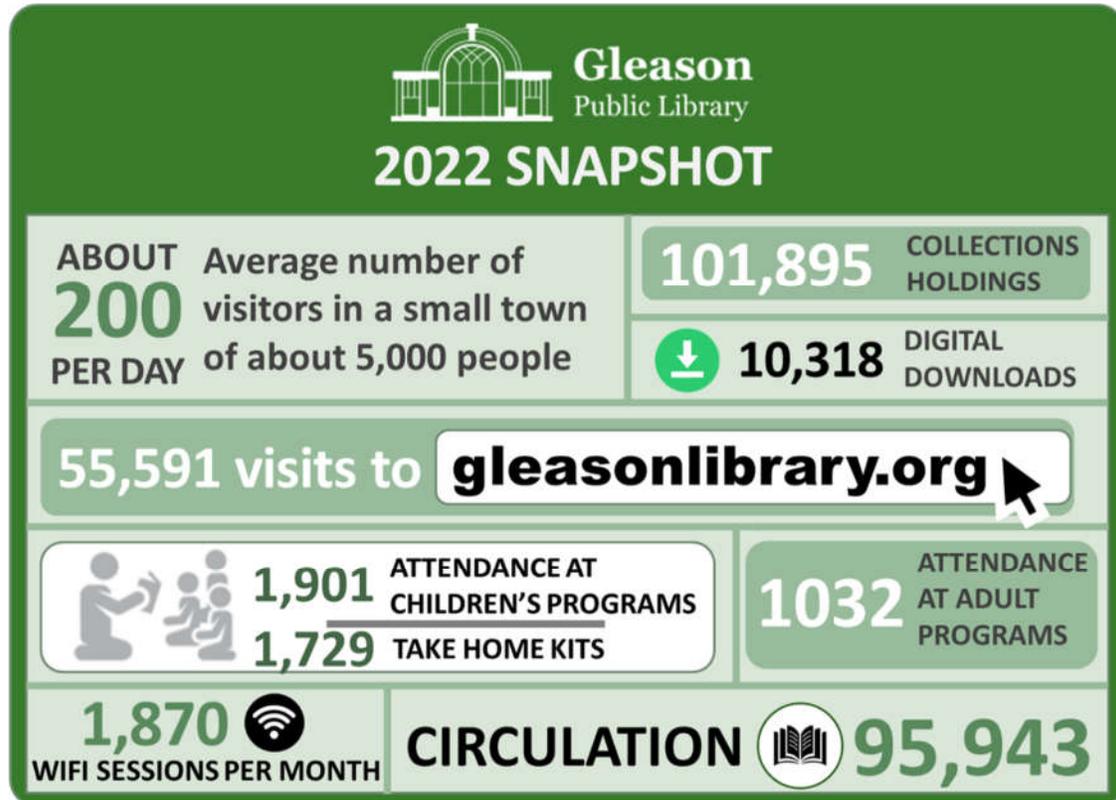
Scholten

Barney Arnold (Select Board Representative)

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.



General Services

GPL maintained a wide range of established services, including access to 46,000 locally-held books, audiobooks, music CDs, DVDs, magazines, and newspapers, 56,000 downloadable ebooks, e-audiobooks, and downloadable videos, and about three million items via membership in the Merrimack Valley Library Consortium (MVLC). GPL also provided access to computers, printing, online research databases, and the Internet.

Circulation of physical items increased 50% over the previous year, a return to pre-pandemic usage levels. The number of registered patrons decreased due to a purge of inactive accounts to meet state reporting requirements, but over 300 new users registered, the highest number of new cards in many years.

In 2022, GPL added the following services and resources:

New Collections:

- “Library of Things” additions: Orion Starblast telescope, snowshoes, ukuleles¹, induction cooktop, metal detector, STEM toys, trail cam, yarn swift and winder, and more
- US Newsstream: online access to major US newspapers
- Transparent Language Learning⁸
- Peterson’s Test Prep⁸
- Gale Legal Forms⁸
- Mobile Hotspots were transitioned from state grant funding to local funding

Technology Updates:

- Desktop Hearing Loops (2)⁵
- Meeting Room self-service booking software (Assabet Interactive)¹
- Library of Things booking software (Assabet Interactive)¹
- Cybersecurity Audit conducted⁵
- Public Internet PCs replaced

Renovation Design

GPL is fortunate to be housed in a beautiful facility that is well used and well loved by the community. Over time, surveys, focus groups, professional assessments, and staff observations have identified some challenges in meeting community needs with the current space layout. In 2022, the Trustees contracted Schwartz/Silver Architects to take the Gleason’s mission, vision, goals and needs and transfer them into a conceptual design to take full advantage of our beloved building. Schwartz/Silver conducted a twelve-week design process with input from Library Trustees, staff, community members, and other stakeholders.

Specific elements of the resulting schematic designs include:

- A more open floor plan on the first floor, with a centralized service desk to improve customer service, visibility, and safety
- A dedicated area for teens and tweens, for whom the Gleason is a top after-school destination
- Updated and additional spaces for programs, meetings and gatherings, including a quiet booth for phone and video calls
- Improved acoustics to enhance quiet enjoyment of the space

The Gleason Endowment has begun a fundraising campaign to bring these designs to reality.

Building & Grounds

In 2022, regular maintenance and improvements included:

Installation of a building-wide surge arrestor

HVAC System: Replacement of Rooftop Ventilation Unit and installation of Building Management System in progress.

PFAS: High PFAS levels in water supply continued to be an issue; treatment system designed and permitted by the Massachusetts Department of Environmental Protection.

Love of the Written Word

From story times for young children to book clubs for all ages, GPL fosters a love of reading. In 2022, these activities were offered in a variety of venues: in-person at the Library, outdoors on the Library Lawn and other sites in town, and virtually.

Story Times: Story times were offered in-person throughout the year, with virtual options in the earlier part of the year. 48 sessions were attended by almost 800 people. Story times were led by Jennifer Buliszak and Tahleen Shamlian. Special story times were offered at Clark Farm around themes like Baby Animals and Wheels on the Farm¹, and a nature story time was offered monthly in partnership with Nature Connection of Concord³.

Book Clubs: A variety of book discussion groups met regularly, including the Mysterians Book Club (led by library assistants Janet Hentschel and Bárbara Carrera) and the Community Book Club (led by volunteer Mary Zoll) for adults, and book clubs for children in grades 1 through 8 led by Jenn Buliszak and Tahleen Shamlian. The 1st and 2nd Grade Book Club had a special Zoom conversation with author Tracey West in November.

Poetry: The “Reading Poetry Anew” group met monthly to read and discuss poetry, led by Mary Zoll.

Winter Reading Challenge: The Library offered Carlisle’s second-ever Winter Reading Challenge. 54 readers of all ages logged their reading using the Beanstack app⁵ to earn prizes¹.

Children’s Events & Services

In addition to regular story times, crafts, book discussions, and family movies, the Children’s Department offered a variety of special events in 2022. All events were coordinated by Jennifer Buliszak with assistance from Tahleen Shamlian, unless otherwise noted.

Summer Reading: This year’s theme was “Read Beyond the Beaten Path”, and we saw our highest participation in several years. Total attendance at live events for all ages was 727, and an additional 330 people participated in self-paced activities like take-and-make kits and a Storywalk. Over 130 kids, teens, and adults participated in book bingos and a virtual reading challenge via Beanstack software⁵, with prizes provided by the Friends of Gleason Public Library. Special summer reading events included an Ice Pop kick-off party; concerts by Rolie Polie Guacamole, Alastair Moock, and Stacey Peasley; Hoop Jam; Stuffed Animal Story Times; Introduction to the Night Sky³; and several in-person and take-home craft activities¹.

39th Annual Pumpkin Spectacle¹: The annual pumpkin contest for students in grades K-4 was held on the Library Lawn, with a magic show by Mike Bent attended by over 100 people at the Corey Auditorium.

Holiday Events¹: For the winter holiday season, events and activities included a singalong concert with Steve Blunt, gingerbread houses with Mandy Roberge, Rugelach Baking with Kids’ Table, and a New Year’s Eve Party Kit.

Special Events: Other special events included Reading Stories in Animal Tracks³, cooking classes with Chef Rob and Kids' Table¹, Who's Watching You with Eyes on Owls³, Learn to Play the Ukulele⁶, Infant Massage¹, Kids Interacting Safely with Animals, and Kindergarten Library Card Sign-Up Day.

Take-and-Makes: Throughout the year, the Children's Department prepared take-and-make craft kits at least once a month, with over 950 kits distributed over the course of the year in addition to those during summer reading.

Teen Events & Services

GPL offered a variety of regularly scheduled and special events for Carlisle teens and tweens. Teen and tween events were coordinated by Tahleen Shamlian.

TAB¹: The Teen Advisory Board met via Zoom most months to gather input from local high school students about what they want to see in the Library. The group has helped by volunteering at events and providing valuable advice on collections and programs most appealing to a teen audience.

Special Events¹: Special events included cooking classes with Chef Rob, Henna and Henna Alchemy with Mandy Roberge, and a virtual talk on finding the college that's right for you.

Take-Home Kits¹: Monthly kits for grades 5 through 12 included Take-and-Make Crafts and Teen Weekend Reading Kits, with over 250 kits distributed in 2022.

Adult Programs & Events

GPL offered a wide-variety of educational and entertainment events for adults throughout the year. Adult events were coordinated by library staff with assistance from the Council on Aging and Human Services, other local organizations, and a variety of volunteers. A majority of adult programs were held virtually with some in-person options.

A number of virtual programs, some listed below and others not, were offered in partnership with other area libraries, which was a great opportunity for us to offer a wider variety of programs with a small investment of time and funds.

Cultural and Educational Programs included Dial-a-Mystery Virtual Whodunnit¹, ArtMatters^{1,2}, "Looking Things Over with Zora Neale Hurston"¹, Gen Silent screening and discussion^{1,2}, "The Family Roe", "Does Truth Matter?"^{1,2}, "The US & USSR", "Divas and Divos"^{1,2}, and Wine Glass Paint Night¹.

Nature, Health & Science Programs included "Myths, Lies, and All the Latest Dirt"^{1,4}, "Is It Bedtime Yet"¹, "Naturescaping Your Yard"¹, "Asteroids, Comets, and Near Earth Objects", "JFK and the Space Race", and "Shade Gardening."

Through the "Access for All" grant received in the previous year, the Library offered several programs on topics related to dementia and caregiving, for both staff members and patrons, including "Dementia Communication Strategies"^{1,5}, "Every Picture Tells a Story"^{1,5}, and "Conquering Caregiver Overload"^{1,5}.

A grant from the Association of Rural and Small Libraries funded a diversity audit of the Library collections, which provided data that helped guide staff in developing collections that reflect and

support our local and regional community. This grant also supported three cultural programs: “Ask a Muslim Anything”⁹, Korean Lotus Lantern Craft⁹, and “The Roots of Black Music in America”⁹.

Art at the Gleason brought two wonderful art exhibits to the Gleason space. In the spring and summer, we had an exhibit curated by Carlisle residents Nina Nielsen and John Baker. In the fall and winter, the Carlisle Conservation Foundation celebrated their 60th anniversary with an art exhibit and reception featuring dozens of local artists. Both exhibits had evening receptions drawing festive crowds to the Gleason.

Saying Goodbye and New Beginnings

Library Assistant Ellen Royalty retired in March after four and a half years at the Gleason. Reference and Special Collections Librarian Janet Hentschel retired in October after almost 11 years at the Gleason. The library was also sorry to see the following staff move on: Library Assistants Sara Morton and Bonnie Rankin, and Assistant to the Director Kathy Untermeyer.

Bárbara Carrera, Claire Gordy, Sinead Sinnott, and Joseph Sorrenti joined the team as new library assistants, and Gretchen Gallimore was hired as the new Assistant to the Director.

Dale Joachim did not run for reelection after three years on the Board of Trustees. Kaitlin Waterson was elected to the Board in May.

Support & Collaboration

GPL 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: FOGPL continue to support GPL by providing funds for special events and services. Donations from about 300 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 Sale/Swap. Their annual meeting in November featured a panel discussion, “Pandemic Anthology: One Year Later”, with local participants Nancy Shohet West, Christine Lear, Luke Gettings, Deb Kablotsky, John Lyons, Matt Mehler, and Susan Shaw.

Volunteers & Senior Tax Program: In addition to the Friends, dozens of volunteers and tax workers donated their time and energy in 2022. Volunteerism and the involvement of Senior Tax Workers keep GPL 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, donate countless hours of their time to keep GPL operating. Altogether, about 1000 hours of work were contributed by 40 volunteers, board members, Friends, and Tax Workers. A special reception was held in honor of Estelle Keast’s 19 years as a volunteer. She has dedicated her energy and talents towards planning and promoting cultural and health lecture series cosponsored by the Gleason and the Council on Aging – over 200 lectures and 10,000 attendees to date.

Library Statistics*

Hours open per week	
September-June:	55
July-August:	51

Items owned by GPL (physical):	45,634
Items owned (downloadable):	56,261
Items provided by other libraries:	18,364
Items provided to other libraries:	23,902
Carlisle patrons:	3,221
Total direct physical circulation:	86,595
Digital circulation:	9,348
Number of visitors:	47,666
Number of reference transactions:	2,080
Meeting room uses by public:	34
Public computer sessions / wifi sessions:	988 / 22,439
Number of programs / attendees:	202 / 2,933

Library Staff

Director: Martha Feeney-Patten
Assistant Director/Head of Technology: Jennifer Pike
Children’s Librarian: Jennifer Buliszak
Staff Librarian: Tahleen Shamlian
Reference Assistants: Joseph Sorrenti, Frances Morgan
Head of Circulation: Jane Iwanowicz
Library Assistants: Rebecca Bromark, Bárbara Carrera, Claire Gordy, Leslie Kniec (substitute), Helen Lyons, Ellen Royalty (substitute), Deena Scaperotta (substitute), Sinead Sinnott, Kathleen Taffel
Assistant to the Director: Gretchen Gallimore
Custodians: Dan Brainard, Dan Flannery

Board of Trustees

Karen Gonzalez Gettings, Secretary	Term expires 2023
Christine Stevens, Chair	Term expires 2024
Kaitlin Waterson, Treasurer	Term expires 2025

Submitted by Martha Feeney-Patten, Library Director.

*Other than operating hours, data in this section is based on FY2022 (July 2021-June 2022) as reported to the Massachusetts Board of Library Commissioners.

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

- ¹Friends of the Gleason Public Library
- ²Friends of the Carlisle Council on Aging
- ³Susan Zielinski Natural Science Fund
- ⁴Carlisle Garden Club
- ⁵Federal Funds administered by the Mass. Board of Library Commissioners
- ⁶Carlisle Cultural Council
- ⁷Manton Foundation
- ⁸Mass. Board of Library Commissioners and Mass. Library System
- ⁹Association for Rural and Small Libraries

CARLISLE PUBLIC SCHOOLS

The hallmark of 2022 for the Carlisle Public Schools and the Carlisle School Committee has been collaboration. Throughout the year, the Carlisle School faculty and administration, along with the members of the Carlisle School Committee have worked closely with a variety of community members, community organizations, and town officials to navigate challenges, address needs, and continue to move our district and community forward in a positive direction.

The start of 2022 found our schools dealing with a number of incidents of hate speech on campus. Fortunately, these incidents of hate had the effect of bringing our students, staff, and our entire community closer together as we responded with a powerful message of empathy, acceptance and love. Our community's response to those incidents strengthened our commitment to our goals of inclusion and belonging. As we worked through these difficult times, our school administration collaborated closely with the Diversity Equity and Inclusion Carlisle Advisory Committee (DEICAC), a group made up of Carlisle parents, to navigate the variety of challenges brought forth by these incidents and in supporting those who were directly harmed by these acts. Together we provided listening sessions, public shows of support, community forums, educational programs, and ongoing support for members of our community. As a town, we can be proud of the unified response our school community had to these incidents and we can take some reassurance in knowing these incidents did not continue in the latter part of 2022.

The collaboration between the Schools, the School Committee and our DEICAC was not limited to the response to those incidents. This powerful collaboration continues through ongoing educational opportunities, community activities, discussions, in school programming and professional development for both educators and our School Committee. We look forward to this ongoing collaboration as we model those behaviors we want to inculcate in our students and we work towards our District goal of ensuring that all students and families share the sense of inclusion and belonging within our school and our school community.

Another tremendous collaboration, which took place in the Carlisle Public Schools during 2022, was the construction of the brand new Castle 2.0 Playground. Thanks to the Herculean efforts of parents, staff and community members, the Castle Project Committee (Brian Waterson, Dennet Sidell, Carrie Patel, Jennifer Kaczinski, Deepa Chungi, Linda Vanaria and Scott Jamison) was able to raise over \$1 million dollars to fund the demolition of the “old castle playground,” and fund the design and construction of the new Castle 2.0 Playground. This brief description and acknowledgement will not do justice to the scope of this project or the hundreds of community volunteers who came together in the summer and fall of 2022 to construct the new Castle from the ground up. Once again, the Town of Carlisle and the Carlisle School Community should be incredibly proud of what was accomplished. The Castle 2.0 will bring joy and a sense of community to children and families for decades to come.

This spirit of collaboration also extended between the School Department and the Carlisle Town Hall as the Carlisle School Committee, the Carlisle School Facilities Department and the Town Municipal Facilities Committee worked together to explore the consolidation of school and town facility departments. This work culminated in the development of a pilot program which will be launched in January of 2023. The pilot program unified oversight of town buildings under the School Facility Director, with the goal of better meeting both the preventative and ongoing maintenance needs of the town and schools. This pilot program will be assessed in 2023.

One of the primary factors contributing to the confidence in the Town and School collaboration and its anticipated success is the outstanding work of our Facility Department Director, Stephen Conneaney. Stephen and his team have done an exceptional job wrapping their hands around the variety of challenges that the Carlisle School Facility presents, while also making significant progress addressing areas which had been neglected for many years. Of special note would be the improvement in preventive maintenance, installation of much needed keyless entry card readers on multiple doors, corrected security alarm system, repair of our backup generator, and ongoing preventative and corrective maintenance of our wastewater treatment facility.

Additional collaboration and conversations among School Committee and Town leadership has helped to bring many of the schools' capital needs into better perspective and has allowed for progress in both capital planning and acquisitions. One significant outcome of this was the successful research into and identification of a best option for a much needed new phone system for both the schools and town offices. The Town agreed to use American Rescue Plan Act (ARPA) funds to finance the purchase and installation of the new system, which is scheduled to take place in 2023. Other major projects in this area include the proposed installation of internal security cameras, a Wilkins Building HVAC project, and a proposed warrant article to support the installation of a new lighting system in the auditorium, to replace the outdated and failing system which currently exists.

One final area which the School Committee has identified as an important area for additional collaboration with the town pertains to Carlisle's vocational and technical school dilemma. At this moment in time, Carlisle is not a member of any vocational or technical school, which is a problem for Carlisle students and families who may be interested in accessing this type of educational program. Not having any affiliation, Carlisle students who are interested in attending these types of programs have to wait until all of the member district candidates have been admitted before gaining the possibility of acceptance, and in the short run this has become incredibly challenging resulting in our students not being able to attend vocational or technical school if they wish. The Carlisle School Committee has identified this as an area for further investigation and work as they seek means to address this issue.

Throughout all of the turbulent and exciting times of 2022, the Carlisle School Community used the Carlisle Public Schools Mission & Vision, as well as our Portrait of a Graduate to guide our work and all that we do for our students.

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

The Carlisle Public Schools have a rich and rigorous curriculum designed to support student academic success and social emotional development. Student academic outcomes continued to be an area of success as demonstrated by student performance on state assessments, student success at the high school level and the outstanding work our students produce on a daily basis in the classroom. The social and emotional growth and development of our students is also a priority and, in these post pandemic times, the Carlisle Public Schools view this as a component of our work which needs to be continuously assessed and updated. In 2022 the Emotional and Behavioral Health Team implemented surveys and interventions to assist in identifying student needs and providing additional instruction and support where needed. In the latter part of 2022, the team also identified a Social Emotional screener, Panorama, which was implemented with all students to further assist in the identification of student need and to inform ongoing instruction in the development of skills and habits of mind. We continue to seek ways to better meet the social and emotional development of our students as we know this goes hand in hand with their academic success.

During 2022 the faculty and staff continued the ongoing work to improve both our academic instruction and our social emotional programming through adopting a new Math curriculum in grades K-4 and 6-8, implementing universal literacy screeners in grades K-2, and pursuing a variety of professional development opportunities including in the areas of literacy instruction, antiracist and anti-bias education, math instruction, and social and emotional learning. Together these actions have allowed the Carlisle Public Schools to continue to provide an outstanding educational experience for all students and families, while continuing to adapt to the ever changing needs of our students and our community.

Carlisle Elementary School Highlights of 2022

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

The 2022 calendar year was very busy at Carlisle Elementary School. Two exciting additions to our school were the creation of a children's school newspaper called the Moskiddo and the community build of our new playground, the Castle 2.0 and the Fortress! The Moskiddo was the idea of a parent at our school who envisioned a school newspaper as a way for children to have their voices heard. Our first edition went out during the summer months. Each child received their newspaper through the mail. The first edition featured four families introducing themselves to the community as well as articles from grade level classrooms. In the fall we kicked off having students work as field reporters. They met each week to write for the Moskiddo. We had our second edition published in October and now have 20 children writing for the Moskiddo on a regular basis. The build out of our new playground happened over 11 days, where each day we had three shifts of up to 80 volunteers. The core committee and building leads

were on site each day working in collaboration with the Play By Design professionals. It was an incredible experience for the community and the students of our school are beyond thrilled with the outcome. I would like to thank everyone who contributed their time, their talents, and their finances to this project! If you have not seen the new playground, please stop by after school or on the weekend to take a look.

Academically we started the year with focus on our Into Math pilot which turned out to be a wonderful success! We then moved on to conduct training and planning sessions to transition all of our elementary teachers, kindergarten through grade four, to implement the Into Math program for the start of the 2022-2023 school year. Additionally, we piloted some different literacy related assessments this year. Early in 2022, we looked into the Early Bird screener for our kindergarten children, but decided against continuing the assessment in the fall. We added the STAR Renaissance assessment to grade four to determine what type of data we could collect using this assessment. Carlisle Middle School staff use the STAR Renaissance assessment and are pleased with the data collected so we are hopeful that the same would be true for the elementary grades. Also, we began giving the DIBELS assessment to all first graders at the beginning of the school year. This assessment had been used in kindergarten but we decided to expand it to first grade as well.

We continued to work in the areas of Diversity, Equity and Inclusion during this year. We conducted professional development with our entire faculty and staff. In the elementary grades we incorporated monthly read aloud books on different themes, such as, features, traditions and celebrations in each of our classrooms. Plans are underway to bring back our Multicultural Festival as well in the year 2023!

Carlisle Middle School Highlights of 2022

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 children 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. In addition, a special educator accompanies each grade level team to support student learning. 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, 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 have an advisory, which is a weekly time in the middle school schedule for our adolescent students to focus upon team-building activities, cooperative learning strategies, and developing social-emotional learning. During advisory, middle school students meet in small groups as they engage in lessons pertaining to belonging, inclusivity, and understanding. The purpose of advisory aligns well with our 2022-2023 school theme which was displayed on the welcome back to school banners as “Be Here, Be You, Belong.” During advisory all middle school students actively participate in lessons from the Olweus Anti-Bullying Prevention Program, which is designed to improve peer relations and make schools safer, more positive places for students to learn and develop.

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 a number of counseling groups for specific special education programs. Students may participate in social skills development, friendship groups, and emotional regulation. Additionally, during weekly advisory each grade level implements unique aspects of other social learning curriculum, such as:

Grade 8 - The Celtic's Playbook Initiative: The Playbook Initiative, a special partnership between Project 351 and the Boston Celtics, is an anti-discrimination and bias-prevention program, led by Alumni Playbook Trainers through interactive workshops with middle-school youth.

Grade 7 - Challenge Day: Challenge Day is a nonprofit organization committed to building empathy and compassion in our communities. We help youth and adults unlearn harmful habits, experience vulnerability as a pillar to restore strength, and enable them to experience the freedom of full expression through the lens of compassion, connection, and diversity.

Grade 6 - Nature's Classroom: While at Nature's Classroom, and then reinforced throughout the year in advisory, students learn priceless leadership, social, and critical thinking skills, all while practicing teamwork and collaboration.

Grade 5 - Think-Give: Our students give their support, their gratitude, their effort, and so much more. They experience firsthand the impact their positive words and actions have on others and themselves. Students build a strong sense of self, make meaningful connections, and learn to lead with empathy and kindness.

In the 2022-2023 school year, students in grades 6-8 have the opportunity to participate in FLEX enrichments with students in other grades. FLEX blocks are dedicated time in the weekly middle school schedule for all adolescent learners to receive supplemental academic support and enrichment opportunities. The vision of FLEX is to provide all middle school students the opportunity to develop academic and social skills and introduce new topics in a manner that is tailored to meet their individual needs. The instructional methodology during FLEX is designed to promote project-based and student-centered learning with students grouped according to areas that faculty identify to be beneficial. There are two FLEX blocks per week in the schedule at Carlisle Middle School and students will be placed into FLEX classes based upon a variety of criteria, which includes but is not limited to; teacher recommendation, STAR Renaissance reading assessment data, ALEKs math assessment data, and MCAS data. It is important for all students, parents, and teachers to recognize that not every student will get all FLEX classes and that decisions will need to be made.

Finally, in the 2022 calendar year, students at Carlisle Middle School were able to return to many experiential and community-based learning opportunities that were not available during the pandemic. This included the Spaghetti Supper, Washington DC Trip for 8th graders, the grade 7 play Moana Jr., and the grade 6 Nature's Classroom trip, and the Carlisle Cross-Country Invitational at Great Brook Farm State Park.

Carlisle Special Education Highlights of 2022

Director of Student Support Services Lori Bruce oversees the Carlisle Special Education, English Language Learner, and Health departments and provided this update.

Carlisle's Special Education, English Learner, Preschool, and Health Departments are a dedicated group of professionals who ensure all students, regardless of ability or native language, are provided the support needed to reach their fullest potential. We are fortunate to have talented specialists, teachers, and nurses

looking after all students' health, emotional, and learning needs. Our programming is designed to meet the individualized needs of students in consultation with families and professionals.

Carlisle's Integrated Preschool Program is celebrating its 25th year! We continue to serve students from the community, both with and without identified special needs. The program utilizes play-based learning, incorporating early literacy and math skills and assessing student readiness for learning. Parent communication is strong, and it is a setting that is always fun to visit!

Across all faculty, we continue to provide training opportunities. Literacy has been a focus assuring all faculty working with students with reading and writing challenges are provided with the explicit instruction needed to make progress. We have also increased options for additional math instruction for students having difficulty accessing the general education math lessons.

The Special Education department continues to evaluate any student struggling to make progress. During the 2021-2022 school year, 82 students were evaluated, and 20 evaluations took place from September through December 2022 this school year. Testing can vary from one to five evaluations depending on each student's needs. In all cases, parents receive thorough and individualized reports providing valuable information regarding each student's learning profile. When a diagnosis is discovered, we educate others on neurodiversity and how to employ a growth mindset for supporting students. Our school psychologists have also created student questionnaires to evaluate students' social and emotional needs. Any student flagged as anxious, insecure, or feeling low has met with a counselor to ensure they feel validated and valued.

Carlisle Public Schools services more than 100 students who qualify for special education services in the district. We also have several students placed out of the district who are educated in state-approved therapeutic programs. Carlisle is a district that prides itself on effectively serving students in the least restrictive environment. We have succeeded because of the talented and dedicated professionals who continue to set high achievement standards and work collaboratively with our general education faculty.

The number of English Language Learners in Carlisle has increased in the past year, with six new students joining us from Afghanistan. Carlisle is fortunate to have two excellent teachers with the training and experience needed to support these students who have yet to master English fluency. Excellent progress has been demonstrated by all 12 of our English learners as measured by the WIDA Access Achievement test these students take annually.

Carlisle's response to the pandemic continues to be thoughtfully considered by all faculty, especially our school nurses, who continue to impress by supporting families should a case arise. They have maintained a positive outlook and keep themselves well informed of both COVID related information and other medical conditions. For example, in response to students enrolling with Diabetes, a staff training was designed and implemented before the start of school.

Carlisle is a school district dedicated to students and families, including our most vulnerable. It is a pleasure to work with such a talented group of educators.

Retirements

We announced the retirement of several long-time school employees in June of 2022. Liz Perry, Middle School Math Teacher, started teaching in Carlisle Schools in 1983. She took a great deal of pride in running the Math League Team and Number Counts after school program. She was often heard saying that math is a four letter word for fun. Main Office Administrative Assistant Jane White retired after 27 years at Carlisle Public Schools. Jane greeted everyone who came through the front door with a smile and a helping hand. Over the years she assisted countless students, parents, and staff. Rich Price joined

the Carlisle Facilities Department in 1996. Upon retirement he served as the Maintenance Supervisor. His collaborative spirit and easy-going style kept the Facilities Department running smoothly. Sally Chagnon worked as a paraprofessional in the Carlisle Schools for 17 years. Working with many students through the years, Sally was a team player who was an asset to the Carlisle Public Schools staff. Liz, Jane, Rich, and Sally all cared deeply about Carlisle Schools and will be missed.

Final Thoughts

We are incredibly thankful and fortunate to have such involved and active parents and families as part of our school community. Our parents and families contribute and partner with the school through the Parent Teacher Organization (PTO), the Carlisle Education Foundation (CEF), the Diversity Equity and Inclusion Carlisle Advisory Committee (DEICAC), as well as other critical groups such as those community members who came together this year to spearhead the Castle Playground 2.0 project. The work of these organizations and the grants which they provide to our school supplement the educational experiences of our students, who learn and grow through outstanding programs and activities, such as those provided through cultural enrichment and direct classroom enhancements. The work of these organizations also improves students' educational experiences by funding technology, supporting professional development for teachers, and assisting all of us in the work of living up to our District's Vision/Mission.

Finally, we are tremendously appreciative for the continued support of the Carlisle community. The citizens of Carlisle provide the intellectual, emotional, and financial support and guidance necessary to continue the forward progress of our school. It is evident that Carlisle townspeople truly value what the faculty, staff and administration of our schools do every day, all of which contributes to making the Carlisle Public Schools an outstanding educational institution and community treasure. The children of Carlisle thrive as a result of the tremendous community support for our schools and this is something our entire community can take pride in, and for which we are all grateful.

Jack Huntress, School Committee Chair
James F. O'Shea, Superintendent

School Committee Members:
Amanda Comperchio
Carrie Patel
Sharon Whitt
Sara Wilson

**Carlisle Public Schools
Enrollment by Grade
December 31, 2022**

Grade	Boys	Girls	Non-Binary	Total
Pre-Kindergarten	4	8		12
Kindergarten	34	29		63
Grade 1	40	37		77
Grade 2	30	30		60
Grade 3	20	37		57
Grade 4	39	30		69
Grade 5	34	31		65
Grade 6	38	34		72
Grade 7	31	28	1	60
Grade 8	32	33	1	66
Out of District/ Services Only	2	3		5
Total	304	300	2	606

**Carlisle Public Schools
Administration and Faculty List
September 2022**

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
Beth Arinsburg	State University of New York at Binghamton, B.A. Emerson College, M.S.	Speech & Language	2021
Matthew Bastien	University of Massachusetts, Lowell, B.A. University of Washington, M.Ed.	Special Educator	2021
Maya Bery	Wesleyan University, B.A. Simmons College M.L.S.	Library/Media Specialist	2013
David Bove	William Patterson University, B.A. University of Birmingham, M.A.	ELL	2022
Amy Brodeur	Virginia Polytechnic Institute & State University University of North Carolina, M.S.	Occupational Therapist	2021

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
Lori Bruce	Boston University, B.A. Lesley University, M.Ed.	Director of Student Support Services	2019
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., 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
April Colson	Quinnipiac College, B.S. Florida International, M.S.	Occupational Therapist	2005
Stephen Connearney	University of Massachusetts, Lowell, Coursework	Facilities Director	2022
Meghan Cox	University of Massachusetts, Lowell, B.A., University of Massachusetts, Lowell, M.A.	Grade 2	2017
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
Bridget Fleming	Simmons College, B.S., Simmons College, M.Ed.	BCBA	2018

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
Vanessa Gerade	University of Massachusetts, B.A. Lesley University, M.A.	Grade 1	2004
Rebecca Gianopoulos	Keene State College, B.A. University of Massachusetts, Boston, M.A.	Science	2020
Amanda Gilchrist	University of New Hampshire, B.A. Lesley University, M.Ed.	Grade 2	2012
Mimi Gleason	Middlebury College, B.A. Harvard University, M.Ed.	Grade 5	2008
Elizabeth Grady Cassandra Graham	University of Michigan, B.A, M.A. St. Lawrence University, M.S. Boston College, M.Ed.	Grade 1 Kindergarten	2012 2000
Elizabeth Gray	Boston University, B.S. Penn State University, M.Ed.	English Language Arts	1998
Nicholas Greenwood	University of Massachusetts, B.A.	Technology Integration Specialist	2017
Michaela Hardimon	Middlebury College, B.A. Antioch New England, M.Ed.	Early Childhood	1998
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

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
Kendra Katz	Eastern Nazarene, B.A. Mid-America Nazarene M.Ed.	Grade 4	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 4	2004
Meghan Laughlin	University Of Massachusetts, Lowell, B.S.	Health/Physical Education	2019
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.	Special Educator	2017
Courtney Longaker	University of Massachusetts, B.A. Simmons College, M.S.	Art	1997
Madeleine Lydon	University of Massachusetts, B.A. Mount Holyoke College, M.A.	Special Educator	2017
Kathi Macklis	George Washington University, B.A, University of Pennsylvania, M.S. Boston University, Ed.D.	Literacy Specialist	2016
Kevin Maier	Manhattanville College, B.A. Manhattanville College, M.Ed.	Music	2009
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
Matthew Mehler	University of Delaware, B.A. Northeastern University, M.Ed. Northeastern University, Ed. D.	Middle School Principal	2018

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
Dana Meyer	Fitchburg State University, B.S., 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
Taylor Murphy	Fairfield University, B.A. Nazareth College, M.S.	Social Studies	2016
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.	Grade 3	2010
Kaitlyn Olmstead	Worcester State University, B.S. Endicott College, M.Ed.	Math	2022
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
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
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

<u>Name</u>	<u>Education</u>	<u>Position</u>	<u>Began Service</u>
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
Cynthia Samuels	Colorado State University, B.S. Emerson College, M.S.	Speech & Language	1995
Lauren Sawyer	Mass College of Pharmacy and Allied Health Sciences, B.S. University of Massachusetts, B.S., M.S.	School Nurse	2018
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
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 1	2020
Andrea Steffek	University of Colorado, B.A. Tufts University, M.A.T.	Spanish	2001
Valerie Thomforde	University of New Hampshire, B.A. Holy Names University, M.A.	Music	2017
Linda Vanaria	Lesley University, B.A. Lesley University, M.Ed.	Grade 3	2007
Lindsay Weston	Bridgewater State College, B.S. Framingham State University, M.Ed.	Kindergarten	2017
Heather White	Northwestern University, B.A. Syracuse University, M.S.	Speech & Language	1999
Emily Wrenn	University of Illinois, B.S. Lesley University, M.Ed.	Special Educator	2020
David Zuckerman	Occidental College, B.A. Tufts University, M.A.T.	Social Studies	1999

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE

Statement of Appreciation from the Regional School Committees

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 who were added to the Committees as well as the CCHS Student Representatives.

In addition, we extend our thanks to Carlisle resident Eva Mostoufi for her service to the Regional School Committee as well as to Jared Stanton for his dedication and contributions while serving as the Assistant Superintendent for Finance and Operations for both CPS and CCRSD.

Most of all, members 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 Public Schools and 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 and the programs, services and activities which support student learning.

Continued Implementation of the 2018-2023 District Strategic Plan; Planning Process Begins for the Next Five-Year 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, a strategic plan was formed to shape a shared vision for both the CCRSD and CPS Districts. The plan features efforts in key areas such as reducing student stress, maintaining academic excellence and work related to cultural proficiency and awareness.

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.

Planning and stakeholder groups started meeting in the fall of 2022 to begin the process of formulating the 2023-2028 District Strategic Plan, which will be implemented in the fall of 2023.

Diversity, Equity, Inclusion and Belonging 2022-2027 Strategic Plan

Following a year-long process that included multiple stakeholder meetings and roundtable discussions, the Districts created and adopted a Five-Year Strategic Plan for Diversity, Equity, Inclusion, Belonging.

The work to create an equitable, inclusive, and anti-racist environment in CPS and CCRSD goes back many years including the establishment of the PreK-12 Cultural Competency Committee in 2017. The strategic objectives in this area are included in the Districts' Five-Year Strategic Plan.

New Assistant Superintendent of Finance and Operations for CPS, CCRSD

Robert Conry was appointed to serve as the Assistant Superintendent of Finance and Operations for Concord Public Schools and the Concord-Carlisle Regional School District. He started on July 1, 2022.

School Enrollments (As of 10/1/22)

The Superintendent and School Committee carefully monitor enrollment projections. The Concord-Carlisle Regional High School enrolls 1,309 students, with 941 students from Concord and 293 from Carlisle. These figures reflect a decrease of 22 students from Concord and an increase of 12 students from Carlisle from the 2021 enrollments. These levels set the percentages for the regional agreement at 76% Concord and 24% Carlisle.

There are a total of 49 students participating in METCO at CCHS. The total number of students includes some staff enrollments but doesn't include out of district special education students.

FY23 Operating Budget

The School Committees seek to develop budgets that meet the needs of our students and teachers while being sensitive to the impact on taxpayers. The School Committees work 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 2022, the Regional District's FY23 operating budget was \$36,541,181 which represents a 2.19% percent increase from the previous year's budget.

The approval of the budgets for CCRSD is the culmination of a multi-month process that begins with the submission of the CCHS School Improvement Plan that is developed and guided by the Districts' strategic plan and includes input from teachers, parents, and administrators.

Concord-Carlisle Regional School Committee

Alexa Anderson
Court Booth
Tracey Marano, Chair
Cynthia Rainey
Carrie Rankin
Sara Wilson
Sharon Whitt, Vice-Chair

New Members of the Regional School Committee

Sharon Whitt was welcomed to the Regional Committee as a Carlisle representative, and Carrie Rankin was welcomed as a representative from Concord

METCO Representatives

Domingos DaRosa for CCRSD

The Concord-Carlisle Regional School Committee added a policy to include METCO representation on the committee in June of 2022. Domingos DaRosa was welcomed as a representative to the region's school committee.

Student Representatives, CCHS Students

Zariah Alves

Harry Crowley

Felicity Zhang

THE SCHOLARSHIP FUND OF CONCORD AND CARLISLE

Executive Committee: Travis Minor - Chair, Hanna Bruno - Assistant Chair, Steve Payne - Treasurer, Albert Powers - Assistant Treasurer, Rebecca Britten "Bee" Loprete - Secretary, Rebecca Britten 'Bee' Loprete - Past Chair.

Trustees: Marc Caruso, Maura Kenneally Clark, Devra Feshbach-Meriney, Joe Laurin, Guida Mattison, Elaine Rabb, Kathleen Reidy, Paul Ressler, Kathleen Snook, Phoebe Sturges, Priscilla White Sturges.

Associate Trustees: Molly Eberle, Tara Johnson, Tom Rutledge

Trustee Emeriti: Kenneth Anderson, Dorothy Bean, Elaine DiCicco, David Gould, Lucy Miller.

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, 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 2022, the trustees awarded \$365,000 supplemented by \$36,600 from The Scholarship Fund's affiliated organizations, bringing the total to \$401,600 awarded to 54 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 2022-2023 academic year.

All scholarships are funded by The Scholarship Fund with the exception of the scholarship marked with an asterisk which are funded by the named affiliate organization.

THE ABBY MEMORIAL SCHOLARSHIP

Name withheld by awardee request

THE ADRIAN A. MARTINEZ MEMORIAL SCHOLARSHIP

Ajay Goncalves

Raimy Little

Ryan Igo

THE ANTHONY HALLS-KEENAN SMITH SCHOLARSHIP

Kalise Wynter

THE ARTHUR ("ART") & LEE MILLIKEN MEMORIAL SCHOLARSHIP

Alexandra Newman

David Riley Honan

THE BARBARA SCHIPS MILLER SCHOLARSHIP

Felicity Clamp
 THE BEAN FAMILY SCHOLARSHIP
 Alexandra Newman
 THE BOBBY GRAY MEMORIAL SCHOLARSHIP
 Name withheld by awardee request
 THE CARLISLE POLICE ASSOCIATION SCHOLARSHIP *
 Name withheld by awardee request
 THE CASPER C. JENNEY & ELEANOR M. JENNEY MEMORIAL SCHOLARSHIP
 Naomi Schuman
 Nevaeha Glenn
 Paul Sorrenti
 THE CCHS CLASS OF 1962 JOHN F. DONOVAN SCHOLARSHIP
 Name withheld by awardee request
 THE CHARLES A. ROBICHAUD SCHOLARSHIP
 James Rice
 THE CHARLES E. MANION, JR. MEMORIAL SCHOLARSHIP
 Kira Johnson
 THE CHARLES EVANS SCHOLARSHIP
 Yeruksew Hoyt-Rouse
 THE CHARLES W. & NANCY I. DEE MEMORIAL SCHOLARSHIP
 Name withheld by awardee request
 THE CHRISTOPHER HENTCHEL WIQH SCHOLARSHIP
 Samara Reid
 THE CLAIR DAY MEMORIAL SCHOLARSHIP
 Felicity Clamp
 THE CORNERSTONE INITIATIVE SCHOLARSHIP OF THE COMMUNITY CHEST:
 ADVANCING RACIAL JUSTICE AND EQUITY *
 Name withheld by awardee request
 THE CONCORD CHILDREN'S CENTER SCHOLARSHIP *
 Arielle Charles
 THE CONCORD LIONS CLUB SCHOLARSHIP *
 Alexandra Newman
 THE CONCORD WOMEN'S CLUB / RUTH BULLERWELL SCHOLARSHIP
 Aamir Malek
 THE DAVID PRIFTI MEMORIAL SCHOLARSHIP
 Nevaeha Glenn
 THE DAVID S. SOLEAU MEMORIAL SCHOLARSHIP
 Isabella Cupp
 THE DIANE KENNEALLY MEMORIAL SCHOLARSHIP
 Aamir Malek
 THE DOUG WHITE MEMORIAL SCHOLARSHIP
 Maxwell Wong
 THE ELAINE DICICCO SCHOLARSHIP
 Emma Wilcoxson
 THE ELIZABETH A. MATTISON MEMORIAL SCHOLARSHIP
 Andrew Bistras
 THE ELIZABETH V. MCALLISTER MEMORIAL SCHOLARSHIP
 Name withheld by awardee request
 THE ESSIE GOLDEN MEMORIAL SCHOLARSHIP
 Name withheld by awardee request

THE FARNHAM W. SMITH MEMORIAL SCHOLARSHIP
Aamir Malek

THE GARDEN CLUB OF CONCORD SCHOLARSHIP *
Name withheld by awardee request

THE GUIDO S. D'ASTI MEMORIAL SCHOLARSHIP
Naomi Schuman

THE HARVEY WHEELER MEMORIAL SCHOLARSHIP
Alicia Kearney

THE JAMES E. SHEPHERD MEMORIAL SCHOLARSHIP
Benjamin Keaton

THE JANET BABB MEMORIAL SCHOLARSHIP
Name withheld by awardee request

THE JANET GATES PECKHAM MEMORIAL SCHOLARSHIP
Name withheld by awardee request

THE JEANNE A. TOOMBS MEMORIAL SCHOLARSHIP
Marjorie Haddad

THE JIRO & TAMA ISHIHARA MEMORIAL SCHOLARSHIP
Dallas Jackson

THE JOYCE T. WOODMAN MEMORIAL SCHOLARSHIP
Benjamin Keaton

THE KATRINA J. PRZYJEMSKI MEMORIAL SCHOLARSHIP
Aamir Malek

THE KAY CHAMBERS SCHOLARSHIP
Name withheld by awardee request

THE KNIGHTS OF COLUMBUS SCHOLARSHIP
James Rice

THE MARGARET HAGGERTY MEMORIAL SCHOLARSHIP
Nevaeha Glenn

THE MARGUERITE PURCELL MEMORIAL SCHOLARSHIP
August Geraci

THE MARK TEVEROVSKY MEMORIAL SCHOLARSHIP
Maxwell Wong

THE MARY ANN P. LEE MEMORIAL SCHOLARSHIP
Mitiku Hoyt-Rouse

THE MARY CONNORTON MEMORIAL SCHOLARSHIP
August Geraci

THE MARY F. MCHUGH MEMORIAL SCHOLARSHIP
Felicity Clamp

THE MAURA ROBERTS MEMORIAL SCHOLARSHIP
Fiona Sills

THE MAUREEN WESINGER-LEWIS MEMORIAL SCHOLARSHIP
Name withheld by awardee request

THE MAYBETH FANDEL SONN SCHOLARSHIP
Alicia Kearney

THE MIDDLESEX SAVINGS CHARITABLE FOUNDATION SCHOLARSHIP *
Jasper Clarkson

THE NICK RESSLER MEMORIAL SCHOLARSHIP
Maxwell Wong

THE NORMAN E. & JOAN M. DEE SCHOLARSHIP
Felicity Clamp

THE NORTON A. LEVY MEMORIAL SCHOLARSHIP
 Name withheld by awardee request
 THE RIVERCREST-DEACONESS-NEWBURY COURT SCHOLARSHIP
 Arielle Charles
 THE ROTARY CLUB OF CONCORD CAPT. THOMAS J. HUDNER, JR SCHOLARSHIP *
 Name withheld by awardee request
 THE ROTARY CLUB OF CONCORD RICHARD L. HALE SCHOLARSHIP *
 Jasper Clarkson
 THE ROTARY CLUB OF CONCORD THOMAS R. HUCKINS MEMORIAL SCHOLARSHIP *
 Name withheld by awardee request
 THE ROTARY CLUB OF CONCORD WILLIAM L. EATON SCHOLARSHIP *
 Alicia Kearney
 THE SALLY LANAGAN MEMORIAL SCHOLARSHIP
 Mitiku Hoyt-Rouse
 THE SCHOLARSHIP FUND OF CONCORD & CARLISLE SCHOLARSHIP
 Benjamin Keaton
 Dallas Jackson
 David Riley Honan
 Fiona Sills
 Gabriel Zeinoun
 Hazel Nichol
 Isabella Cupp
 Isabella Eliot
 James Rice
 Janesse Danquah
 Jillian Cupp
 Kalise Wynter
 Kayla Almonte
 Kira Johnson
 Lily Sills
 Mahera Malek
 Maiya Bowen
 Maria Sanderson
 Marin Gerstmyer
 Marinna Kaufman
 Marko Kovacevic
 Minjae Song
 Mitiku Hoyt-Rouse
 Ryan Igo
 Samara Reid
 Sofia Congram
 Yeruksew Hoyt-Rouse
 THE SEITARO & SHINA ISHIHARA MEMORIAL SCHOLARSHIP
 August Geraci
 THE TAMEJI & CHIYO YOSHIMURA MEMORIAL SCHOLARSHIP
 Lily Sills
 THE TERESA (“TERI”) D. HALE MEMORIAL SCHOLARSHIP
 Andrew Bistras
 THE THOMAS HART MEMORIAL SCHOLARSHIP
 Yoonjae Song

THE TOWN OF CONCORD GEORGE F. FLAVIN SCHOLARSHIP *

Sara Fein

THE TOWN OF CONCORD GUY P. DIGIOVANNI SCHOLARSHIP *

Sara Fein

THE TOWN OF CONCORD RUTH E. HELSHER SCHOLARSHIP *

Arielle Charles

THE TRUDY BIERNSON MEMORIAL SCHOLARSHIP

Alexandra Newman

THE TRUSTEES SCHOLARSHIP

August Geraci

THE VIDEO REVOLUTION, RALPH & ELLIE GROSSI SCHOLARSHIP

Name withheld by awardee request

THE VINOD JALAN MEMORIAL SCHOLARSHIP

Yoonjae Song

THE WELLS A. HALL MEMORIAL SCHOLARSHIP

Name withheld by awardee request

THE WILLIAM W. ANDERSON MEMORIAL SCHOLARSHIP

Raimy Little

THE WILSON FLIGHT SCHOLARSHIP

Jasper Clarkson

THE WINSTANLEY SCHOLARSHIP

Name withheld by awardee request