CY 2025

Ashburnham

ANNUAL TOWN REPORT



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Ashburnham…At a Glance

The Town of Ashburnham was incorporated in 1765. We are governed by a Town Charter with a three-member Select Board and a Town Administrator. Our Annual Town Meeting is held on the first Tuesday in May, and our Annual Town Election is on the last Tuesday in April.

Ashburnham's population is 6315, and there are 4,936 registered voters. The Town's Residential /Commercial Tax Rate for FY24 was $15.75, and for FY25 the Tax Rate was $14.87. Property Taxes are due on August 1st, November 1st, February 1st, and May 1st.

Ashburnham's elevation (Mount Watatic) is 1,832 feet and has 80 miles of public roads and 20 miles of private roads. The number of parcels in Ashburnham is 3,957, and there are 1,164 Water customers and 675 Sewer customers.

Ashburnham has a lovely library, the Stevens Memorial Library, located at 20 Memorial Drive, and has its own light plant, the Ashburnham Municipal Light Plant, located at 24 Williams Road.

Ashburnham is part of a Regional School District with the Town of Westminster. We also have JR Briggs Elementary School, Overlook Middle School at 10 Oakmont Drive, and Oakmont Regional High School located at 9 Oakmont Drive. Cushing Academy, a private boarding school, is in Ashburnham.

Ashburnham Senior Center is a place for senior citizens to enjoy the company of their peers. The Council on Aging provides door-to-door transport via MART/COA Van for a minimal charge!

Recreation Areas

- Bickford Ballfield
- Danny Marden Little League Field
- Landry Field
- Sweeney Memorial Playground
- Whitney Ballfield
- Winchester Park



Places of worship

- Apostolic Lutheran Church
- Ashburnham Community Church
- People's Church.
- St. Denis Catholic Church

Cemeteries

- Fairbanks Cemetery
- Meeting House Hill
- New Cemetery
- St. Denis Cemetery



Designated Scenic Roads

- Bush Hill Rd
- Cashman Hill Rd
- Corey Hill Rd
- Cushing St
- East Rindge Rd
- Hastings Rd
- Lashua Rd
- Packard Hill Rd
- River Styx Rd
- Russell Hill Rd
- Wilker Rd
- Willard Rd
- Young Rd

Town Hall Directory



OFFICE HOURS:

Monday thru Thurs	7:00 AM - 5:00 PM
Friday	CLOSED

DEPARTMENT:	CONTACT:	EMAIL:	EXT
Town Administrator/ Select Board	Executive Asst Jennifer Prentiss	jprentiss@ashburnham-ma.gov	109
Asst Treasurer/Collect	Mary Ellen Kelly	mkelly@ashburnham-ma.gov	110
Treasurer/Collector	Lynn Nystrom	Lnystrom@ashburnham-ma.gov	113
Town Clerk	Heather Ruziak	hruziak@ashburnham-ma.gov	114
Land Use	Katie Gurtin	kguertin@ashburnham-ma.gov	115
Board of Health	Rick Metcalf	rmetcalf@nashoba.org	116
Assessors	Mike Saltsman	assessors@ashburnham-ma.gov	118
Town Accountant	Julie Costello	jcostello@ashburnham-ma.gov	120
Town Hall Maintenanc	Jonathan Sell	jsell@ashburnham-ma.gov	119

U.S. & State Officials

GOVERNOR:
Maura Healey (D)
Office of the Governor, Rm 280
Boston, MA 02133
Phone: 617-725-4404
www.mass.gov/governor/contact

STATE SENATOR:
Joanne Comerford (D)
24 Beacon St. Rm 410
Boston, MA, 02133
Phone: (617) 722-1532
Jo.Comerford@masenate.gov

STATE REPRESENTATIVE:
Jonathan Zlotnik (D)
State House; Rm 437
Boston, MA 02133
Phone: 617-722-2080
Jon.Zlotnik@mahouse.gov

District. Office
City Hall, Rm 212
Gardner, MA 01440
Phone: 978-410-9559

SECRETARY OF STATE:
William F. Galvin (D)
One Ashburton Place, Rm 1611
Boston, MA 02108
Phone: 617-727-7030

ATTORNEY GENERAL:
Andrea Joy Campbell
One Ashburton Place, 20th Floor
Boston, MA 02108
Phone: 617-727-2200
https://www.mass.gov/contact-the-attorney-generals-office

U.S. REPRESENTATIVE:
Lori Trahan (D)
1714 Longworth House Office
Washington, D.C. 20515
Phone 202-225-3411
https://trahan.house.gov/contact/

Lowell Office
126 John Street, Suite 12
Lowell, MA01852
Phone 978-459-0101

U.S. SENATOR:
Edward Markey (D)
218 Russell Senate Office
Washington, D.C. 20510
Phone: 202-224-2742
www.markey.senate.gov

Boston Office
975 JFK Building
Boston, MA 02114
Phone: 617-565-8519

U.S. SENATOR:
Elizabeth Warren (D)
317 Russell Senate Office
Washington, D.C. 20510
Phone: 202-224-4543
www.warren.senate.gov

Boston Office
2400 JFK Federal Building
Boston, MA 02203
Phone: 617-565-3170

Municipal Officials

TOWN ELECTED OFFICIALS

MODERATOR	**(1 Yr)**
Walt Meisner	2026

SELECT BOARD	**(3 Yr)**
Leo Janssens ,Chair	2028
Abby Arpano	2026
Phil Papoojian	2027

BOARD OF HEALTH	**(3 Yr)**
Glenn Hathaway, Chair	2028
Patrick Durkee	2026
Thomas Flanagan	2027
F. John McLaughlin	2027
Scott Sibley	2028

PLANNING BOARD	**(5 Yr)**
Marshall Dennis, Chair	2027
Carl Gustafson	2026
David Perry	2026
Matthew Lafferty	2028
Anthony Orlando	2026
Patricia Ross, Assoc.	2027

LIBRARY TRUSTEES	**(3 Yr)**
Molly Ruble, Chair	2026
JoAnne Piedrafite	2027
Barbara Freedman	2025
Jessica Darnobid	2027
Paula St. Laurent-Kuehl	2028
Edward Vitone	2026

MUNICIPAL LIGHT BOARD	**(3 Yr)**
Richard Ahlin, Chair	2026
Mark Carlisle	2027
Candace Wright	2028

AWRSD
SCHOOL COMMITTEE

Ashburnham

(5 Members)	**(3 Yr)**
Jeremey Smeltekop	2026
Laura St. Cyr	2026
Winifred Kender	2027
Kyle Johnson, Chair	2028
Jennifer Storm	2028

Westminster (5 Members)

(5 Members)	**(3 Yr)**
Kimberly Russo	2026
Nadine Leger	2026
Courtney Rose McGee	2027
Janet Smith	2028
Wendy Smolinsky	2028

SELECT BOARD APPOINTMENTS

Town Administrator
John Coderre

Town Accountant
Julie Costello

Constable
Chris Conrad, Chief of Police
John Boucher, Police Lt.
Brian Rosengren, Sgt.

Town Counsel
Mead, Talerman & Costa, LLC

Special Counsel - Labor Relations
Mirick O'Connell

Special Counsel - Tax Matters
Coppola & Coppola

Montachusett Regional Planning Commission (MRPC)
Roger Hoyt, Ashburnham Rep.

MART Advisory Board
Janet Robbins, Ashburnham Rep.

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE	**(5 Yr)**
Diane Swenson	2029

AGRICULTURAL COMMISSION	**(3 Yr)**
Kirby Lecy, Chair (Farmer)	2026
Rachel Metterville (Non-farmer)	2026
Matthew Livergood (Farmer)	2027
Gretchen Foster (Farmer)	2027
Roberta Rowe (Non-farmer)	2027
Alyssa Belanger, Alt	2027

Capital Planning	**(1 Yr)**
James Piedrafite	2026
John Mulhall	2026
Roger Hoyt	2026
Carl Gustafson	2026
Michael Smith	2026
Abby Arpano	2026

Cultural Council	**(3 Yr)**
Rebecca Cinclair	2026
Christine Regab Davi, Co-chair	2027
Denise Alexander	2027
Joan Hathaway, Co-chair	2028
Irene Laakkonen	2028

Historical Commission	**(3 Yr)**
Ed Kressy, Chair	2027
Christina Sargent	2028
Roberta Rowe	2028
Vacant	2029
Vacant	2029

Open Space & Recreation	**(3 Yr)**
Lorraine DeSouza	2026
Marshall Dennis	2026
Anna Wikins	2026
Cec Snow	2026
Gary Howland	2026
Chris Picone	2026

Water/Sewer Commission	**(3 Yr)**
George Cornwall, Chair	2026
David Berger	2027
Robert McDonald	2027
Carl Gustafson	2028
Corey Godfrey	2028

Energy Committee	**(3 Yr)**
Jeff Liddle	2028

TOWN ADMINISTRATOR APPOINTMENTS

POLICE CHIEF
Chris Conrad

INTERIM FIRE CHIEF
Chief Chris Conrad

DEPUTY FIRE CHIEF
Corey Leary

DPW & W/S SUPERINTENDENT AND TREE WARDEN
Randy Williams

REGIONAL ANIMAL CONTROL
Gardner Animal Control

TREASURER/TAX COLLECTOR
Lynn Nystrom

ASST. TREASURER/COLLECTOR
Mary Ellen Kelly

Town Clerk
Heather Ruziak

BUILDING COMMISSIONER & ZONING ENFORCEMENT OFFICER
Sarah Culgin

ELECTRICAL INSPECTOR
Richard Cannavino

ASST. ELECTRICAL INSPECTOR
Joseph Olivari
Harry Paraviainen

GAS & PLUMBING INSPECTOR
Wayne Little
James Imprescia, Alternate

SEALER OF WEIGHTS & MEASURES
Steven Slocum 2022

VETERANS AGENT & BURIAL AGENT
Wachusett Veterans' Services District
Servicing Ashburnham, Ashby, Gardner, Princeton & Westminster

BOARD OF ASSESSORS	**(3 Yr)**
Michael Saltsman	2028
Robert W. Heckman, Jr.	2027
Vacant	2026

BOARD OF REGISTRARS	**(3 Yr**
Nancy Gahan	2027
Elizabeth A. Rosbury	2026
Heather Sikora	2027
Heather Ruziak, Town Clerk	2028

CONSERVATION COMMISSION	**(3 Yr)**
Fred Sellars, Chair	2028
Catherine Laramie	2026
Christopher Picone	2027
Anna Wilkins	2028
Andrew Henderson	2026

Select Board

To the Citizens of Ashburnham,

We began 2025 studying the Transfer Station. It was designed to be self-supporting, but fees have not been changed since the 1990's. We decided to institute a sticker program for vehicles to cover the cost of recycling. We further instituted a bag program. The bags are yellow to help the attendant see that only accepted trash is received. The bags are five dollars each in packages of five to make it easier on our residents on fixed incomes. Special thanks to Britany Woodhouse at the DPW for the behind-the-scenes work she put into this project.

In February, we regretfully accepted the resignation of Brian Doheny as our Town Administrator. Brian came to us at a time of disruption not seen in our lifetime, COVID. He got us through this, and he built our cash reserves to a level not seen in many years. We were very fortunate to have our former Town Administrator, Doug Briggs return as Interim Town Administrator to have a seamless transition in Town Hall.

Leo Janssens was reelected to the Selectboard, and at our May 20th meeting, he was reelected to the position of Chair. I thank my colleagues for their vote of confidence.

On June 9th, we interviewed three candidates presented to us by the TA Search Committee. We ultimately chose John Coderre, who came to us with many years of experience as a Town Administrator in a larger town.

Some people may say it was a long time coming, but the Sherbert Road paving project came to an end. You, the voters, had authorized money to be set aside over a few years, allowing the project to be finished and completely paid for.

Special thanks go out to the Bylaw Review Committee for their hard work in presenting the Town with an acceptable plan to comply with the MBTA Communities Act. The Select Board also canvased the area in question to personally invite the residents directly affected to the Public Meeting regarding this project. The proposal ended up passing at the Special Town Meeting.

Often used when it comes to raising children, the term "It takes a village" means that many people's cooperative effort is necessary to achieve a significant task or help someone through a challenging period. This expression emphasizes the IMPORTANCE OF COMMUNITY and COLLECTIVE ACTION. And that brings me to say THANK YOU to our employees and volunteers, they are our biggest assets.

Respectfully submitted by the Select Board

Leo Janssens II, Chair
Phil Papoojian, Clerk
Abby Aparno, Member

Town Administrator

To the Honorable Select Board and the Citizens of the Town of Ashburnham:

I am pleased to present this Annual Report reflecting my first year of service to the Town of Ashburnham. It has been an honor to serve this community, and I am grateful for the opportunity to work alongside dedicated elected officials, staff, volunteers, and residents who care deeply about the Town's future.

Over the past year, Ashburnham has made measurable progress in strengthening financial management, improving organizational practices, and enhancing communication. Key initiatives included updating the Town's Six-Year Capital Improvement Plan, improving budget documentation and transparency, ensuring timely Free Cash certification, and supporting a bond rating upgrade to Aa3.

Significant attention was also devoted to advancing the Route 101 South Project, which is currently at 75 percent design and remains on track for construction in 2027. In addition, the Town's Pavement Management Plan is in the process of being updated, and an increased focus on infrastructure needs led to the pursuit of approximately $4.8 million in grant funding to address critical roads, bridges, culverts, and municipal facilities.

From an organizational standpoint, I met with all department heads and implemented regular management meetings to strengthen coordination, communication, and collaboration. Personnel matters were addressed constructively, including classification issues, grievance resolution, health insurance procurement, and collective bargaining negotiations.

Support to the Select Board, Advisory Committee, and Capital Planning Committee included regular coordination meetings, enhanced agenda and packet materials, and preparation for a successful October 2025 Special Town Meeting. Engagement with boards, committees, and the broader community remained a priority throughout the year.

I attended numerous board and committee meetings and participated in a variety of community events, including Celebrate Ashburnham, Police and Fire National Night Out, library programs and concerts, and other local gatherings. These events provided valuable opportunities to connect with residents, local organizations, and service providers in an informal setting.

I extend my sincere thanks to the Select Board for its leadership and guidance; to our Department Heads and Town staff for their professionalism and dedication; to our boards and committees for their invaluable volunteer service; and to the residents of Ashburnham for their engagement and trust. I am pleased to be of service to the community and look forward to the coming year.

Respectfully submitted,

John W. Coderre
Town Administrator

Town Counsel

To the Honorable Select Board and the Citizens of the Town of Ashburnham:

Calendar year 2025 in Ashburnham saw the appointment of, first, an Interim Town Administrator and, later, a Town Administrator; and, as Town Counsel, Mead, Talerman & Costa, LLC, sought to assist with their engagement, contractually, and with the transitions into their respective roles. I welcome Town Administrator John Coderre, and I look forward to working cooperatively with him and with the Select Board to address the Town's legal needs as they arise.

Multiple Town Meetings – an Annual and multiple Specials – occurred in 2025. In the spring, voters acted on Annual Town Meeting warrant articles to fund certain capital projects, to adopt the "Prudent Investor Rule" for the investment of the Town's trust funds, and to make a variety of corrective or compliance adjustments the Town's General and Zoning Bylaws so as to effectuate earlier amendments or to align these Bylaws with the requirements of state and federal law(s), e.g. relative to Accessory Dwelling Units (ADUs), Floodplain Bylaw updates mandated by FEMA, etc. These articles were either drafted or reviewed by me as to form and substance, as were the underlying Bylaws or amendments, with recommendations made as appropriate. In the fall, voters acted on Special Town Meeting warrant articles that made further General and Zoning Bylaw changes, e.g. relative to Floodplain Bylaw updates mandated by FEMA, MBTA Communities Act compliance, etc., and authorized acquisition of conservation restrictions on the property known as Timberlost Farm. Again, these articles and associated materials were either drafted or reviewed by me. Floodplain Bylaw corrections required advance negotiation(s) with FEMA. The Timberlost Farm acquisitions required a careful review of programmatic requirements underlying the different grant programs through which they would be funded.

Week-to-week and month-to-month, routine assistance was offered by me, as well as by members of my firm with relevant experience or expertise, to Town officials and volunteers on a multitude of different topics. For example, in 2025, we assisted the Town with gaining access right(s) necessary for removal of the Whitney Pond Dam; updated a Host Community Agreement with Evokanna Labs, originally signed in 2020; completed title research and offered legal opinion(s) on playground installation at Winchester Park; advised both the Town's Planning Board and its Zoning Board of Appeals on a variety of zoning, subdivision and related questions in connection with applications pending before them; and guided Town board and/or commission members on other topics, such as posting requirements for meetings, meeting minutes, remote participation, and the like.

I thank the Town for the continued opportunity to be of service to it and to its residents, and for trusting us to provide the necessary legal guidance to assist you.

Respectfully submitted,

Adam J. Costa
Mead, Talerman & Costa, LLC
Town Counsel

Town Clerk

To the Honorable Select Board and the Citizens of the Town of Ashburnham:

Ashburnham's Clerk's office consists of Heather Ruziak, Town Clerk. Our hours of operation are the same as Town Hall Hours (Monday-Thursday 7am – 5pm) and many requests can be submitted through the Town of Ashburnham's Website or via email (hruziak@ashburnham-ma.gov).

The Town Clerk performs duties in accordance with over 73 Chapters of Massachusetts General Law. The Town Clerk serves as Registrar of Vital Statistics, Chief Election Officer, Clerk of the Board of Registrars and keeper of Town Records. The Town Clerk regularly attends conferences and courses offered by MA Town Clerks Association, State Elections, Vital Records and other agencies so that we are fully trained for running efficient elections, processing vital records and other procedures for the Clerk's Office.

This year we had Town Elections, Town Meeting and Special Town Meeting, I would like to acknowledge the great job done by the Warden (Gail Dumont) and Election Workers to make Ashburnham's Elections and Town Meetings run smoothly. Thank you.

In October, our long-term Assistant Donna Burton retired after working in multiple departments within the Town for 24 years. We will miss her and wish her well on her retirement.

Considered at the core of local government, the Town Clerk's office serves as the central information hub for residents and citizens at large. It is our goal to provide the finest customer service to our residents. We are always here working and ready to serve with courtesy and respect.

Respectfully Submitted,

Heather Ruziak,
Town Clerk

2025 Vitals

Adoptions	0
Births	55
Home Birth	1
Deaths	46
Marriage Certificates	22
Marriage Intentions	22
Dog Licensed	1172
Animal Control Violations	8

Election Results

ANNUAL TOWN ELECTION
TUESDAY, APRIL 29, 2025

ELECTION RESULTS - 2025 TOWN ELECTION

	Precinct 1	Precinct 2		Official Totals
MODERATOR-One year term- Select One				
Walt C. Meissner (100 Main Street)	68	100		168
Write-In	1	1		2
Write In - Other	12	13		25
			Total	**195**
SELECT BOARD -Three year term- Select One				
Leo J. Janssens II (20 Cross St)	71	94		165
Write-In	2	4		6
Write-In Blank	8	16		24
			Total	**195**
PLANNING BOARD- Three year term - Select One				
Matthew J. Lafferty (35 Lashua Rd)	66	95		161
Write-In	1	0		1
Write-In Other	14	19		33
			Total	**195**
PLANNING BOARD- One year term - Select One				
Carl O. Gustafson (157 Packard Hill Rd)	66	95		161
Write-In	1	0		1
Write-In Other	14	19		33
			Total	**195**
BOARD OF HEALTH- Three year term - Select Two				
Scott M. Sibley (60 Cushing St.)	45	62		107
Glenn J. Hathaway (88 Kelton Rd)	57	75		132
Donna M. Michael (101 Ferin Rd)	38	62		100
Write-In		2		2
Write-In - Other	22	27		49
			Total	**390**

BOARD OF HEALTH- Two year term - Select One					
Francis John McLaughlin		64	98		162
Write-In		0	0		0
Write-In - Other		17	16		33
				Total	**195**
LIBRARY TRUSTEE- Three year term - Select Two					
Paula St.Laurent-Kuehl (51 Young Rd)		64	91		155
Elisabeth Anne Branham (54 Central St)		41	56		97
Barbara E. Friedman (40 Westminster St)		42	57		99
Write-In		0	2		2
Write-In-Other		15	22		37
				Total	**390**
MUNICIPAL LIGHT BOARD- Three year term - Select One					
Candace L. Wright (327 Ashby Rd)		73	102		175
Write-In		1	0		1
Write-In-Other		7	12		19
				Total	**195**
REGIONAL SCHOOL COMMITTEE ASHBURNHAM MEMBERS					
Three Year Term - Select Two					
Kyle Robert Johson (4 Birchwood Terrace)		69	91		160
Jennifer L. Storm (323 Lake Rd)		67	93		160
Write-In		0	3		3
Write-In Other		26	41		67
				Total	**390**

REGIONAL SCHOOL COMMITTEE WESTMINSTER MEMBERS				
Three Year Term -Select Two				
Janet C. Smith (13 Battles Rd)	63	85		148
Wendy P. Smolinsky (25 Rebanna Rd)	58	84		142
Write-In	0	2		2
Write-In Other	41	57		98
			Total	390
Total Number of Voters :				
195				

Town Meeting Proceedings

SPECIAL TOWN MEETING WARRANT
TOWN OF ASHBURNHAM
COMMONWEALTH OF MASSACHUSETTS

WORCESTER, SS

TO THE CONSTABLES OF THE TOWN OF ASHBURNHAM, IN WORCESTER COUNTY, GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, YOU ARE HEREBY DIRECTED TO NOTIFY AND WARN THE INHABITANTS OF SAID TOWN QUALIFIED TO VOTE IN ELECTIONS AND TOWN AFFAIRS TO MEET AT OAKMONT REGIONAL HIGH SCHOOL AUDITORIUM, OAKMONT DRIVE, ASHBURNHAM, MA ON

TUESDAY, THE SIXTH OF MAY 2025,
BEGINNING AT 6:30 P.M.

THEN AND THERE TO VOTE ON THE FOLLOWING ARTICLES AND RESOLUTIONS:

ARTICLE 1

To see if the town will vote to transfer from Free Cash the sum of $175,000 to the Capital Account for Playgrounds, or act in relation thereto (Requested by the Recreation Committee)

Explanation: The funds would be used for the completion of the Multi-Generational Recreation Space (Playground) in Winchester Park.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 2

To see if the Town will vote to transfer from available funds the sum of **$652,945** to fund the recommendation of the Capital Planning Committee to include the following:

	Item	Amount	Funding Source
1.	SCBA Compressor	$125,000	Free cash
2	F350 Super Duty w/Plow & Utility Bed	$75,000	Free cash
3	Elgin Sweeper	$84,445	Free cash (4 Yr Lease To Own)
4	50 HP 1800 RPM Flowserve Pump -Water Treatment	$55,000	Water Retained Earnings - Water
5	NPDES Collection System O&M Plan	$38,500	Sewer Retained Earnings - Sewer
6	Water / Sewer Meters	$80,000	Retained Earnings – Water (50%) /Sewer (50%)
7	Water /Sewer Emergency Repairs	$125,000	Retained Earnings – Water (50%) /Sewer (50%)
8	F250 Super Duty w/Plow & Utility Bed	$70,000	Retained Earnings – Water (50%) /Sewer (50%)

Explanation: The Capital Planning Committee has developed a sustainable capital plan. This year's plan includes spending $652,945 from Free Cash and Retained Earnings as follows:

Free Cash	$284,445
Water Retained Earnings	$192,500
Sewer Retained Earnings	$201,000

And to authorize the Select Board to sell, trade in, or dispose of any equipment being replaced or act in relation thereto (Request by Town Administrator)

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

And you are hereby directed to serve this warrant in accordance with the provisions of Section 3, Chapter II of the Town By-Laws by posting attested copies thereof as therein provided.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said meeting.

Given under our hands this 14th day of April 2025.

SELECT BOARD OF THE TOWN OF ASHBURNHAM

ANNUAL TOWN MEETING WARRANT
TOWN OF ASHBURNHAM
COMMONWEALTH OF MASSACHUSETTS

WORCESTER, SS

TO THE CONSTABLES OF THE TOWN OF ASHBURNHAM, IN WORCESTER COUNTY, GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, YOU ARE HEREBY DIRECTED TO NOTIFY AND WARN THE INHABIT ANTS OF SAID TOWN QUALIFIED TO VOTE IN ELECTIONS AND TOWN AFFAIRS TO MEET AT OAKMONT REGIONAL HIGH SCHOOL AUDITORIUM, 9 OAKMONT DRIVE, ASHBURNHAM, MA ON

TUESDAY, THE SIXTH OF MAY 2025
BEGINNING AT 7:00 P.M.

THEN AND THERE TO VOTE ON THE FOLLOWING ARTICLES AND RESOLUTIONS:

ARTICLE 1
To accept the reports of several town officers and all outstanding committees, or act in relation thereto. *(Requested by Select Board)*

Explanation: Annual article to accept the reports of Town officials and boards.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 2
To see if the Town will vote to authorize a PILOT payment based on the annual kilowatt sales of the Light Department multiplied by a per kilowatt value from the Municipal Light Plant Funds, to the town treasury, as authorized by its Light Board in accordance with Chapter 164 of the General Laws of the Commonwealth, or act in relation thereto. *(Requested by Municipal Light Department)*

Explanation: The PILOT agreement is tied to the PILOT payment in the annual kilowatt sales of the Light Department multiplied by a per kilowatt value. This was put in place for FY13 to

ease the calculation and establish a standard process for future years. In FY26, it is estimated that we will receive $65,000.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 3
To see if the Town will vote to authorize the Town Treasurer/Collector, with the approval of the Select Board, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 2025, in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes as may be given for a period of less than one year in accordance with the Massachusetts General Laws, Chapter 44, Section 17, or act in relation thereto. (Requested by Treasurer/Collector)

Explanation: Allows the Treasurer to temporarily borrow operating funds for the Town to ensure payments are made in a timely manner. The Treasurer can only borrow that amount which is expected to be received.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 4

To see if the Town will vote to authorize the Town Administrator to enter into a contract or contracts with the Massachusetts Highway Department for the construction and maintenance of town roads in conformance with the Massachusetts General Laws, or act in relation thereto. *(Requested by the Town Administrator)*
Explanation: This article allows the Town Administrator to contract with the State to do road repairs in Ashburnham. This article does not approve any specific project/road but rather provides the delegation of authority to allow the Town Administrator to enter into a contract with the State.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 5
To see if the Town will vote to appropriate all funds which become available in the Fiscal Year 2026 from the Commonwealth of Massachusetts Department of Highways, Chapter 90 Bond Issue proceeds, to be used by the DPW for the repair and maintenance of town roads in conformance with Massachusetts General Laws, or act in relation thereto. *(Requested by Town Administrator)*

Explanation: This annual article allows the Town to expend its Chapter 90 state funds. For the Fiscal Year 2026, the amount of those funds is estimated to be $580,826.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 6

To see if the Town will vote to transfer a sum of money not to exceed $2,500 from the Waterways Improvement Fund for the purpose of waterway improvement, maintenance, and safety, or act in relation thereto. *(Requested by Ashburnham Lakes Coalition)*
Explanation: The Waterways Improvement Fund is funded by a portion of the boat excise tax to be used for waterways maintenance, access, law enforcement or fire prevention. The Ashburnham Lakes Coalition has been given the charge of recommending the use of these monies to the Select Board who then approve or disapprove expenditures. In the past these monies have been used for Police boat patrols, lifesaving courses, purchase of a Police boat, and other water related expenditures.

Articles 1 through 6 were placed on the Consent Agenda
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 7

To see what spending limits the Town will establish for revolving accounts established pursuant to Chapter 44, section 53E½ of the Massachusetts General Laws and Section 28-28 of the Ashburnham General Bylaws for Fiscal Year 2026; or act in relation thereto. *(Requested by Town Administrator)*

Revolving Fund	Spending Limit
RAD Program	$15,000
Fire Alarm & Communications	$20,000
Economic Development Banner Program	$10,000
Ashburnham Recreation Committee	$20,000

Explanation: Now that the revolving funds are established, the limits to what can be collected in each fund and expended is an annual requirement.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 8

To see if the Town will vote to raise and appropriate the sum of $799,699 to operate the Water Department for the Fiscal Year beginning July 1, 2025, or act in relation thereto. (Requested by Town Administrator)

Explanation: The FY26 expenses increased by 1.87% over FY25. Operates as an Enterprise Fund.

Operation Expenses	$248,199
Operate Maintenance of Filtration Plant	$310,000
Debt Service	$121,631
Indirect Costs	$119,869
	$799,699

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 9

To see if the Town will vote to raise and appropriate the sum of $893,546 to operate the Sewer Department for the Fiscal Year beginning July 1, 2025, or act in relation thereto. (Requested by Town Administrator)

Operation Expenses	$324,744
Service Charges Gardner	$450,000
Debt Service	$118,802
Indirect Costs	$893,546

Explanation: The FY26 Sewer Budget expenses increased by 10.18% over FY25. Repair and Maintenance increased by $61,765. Operates as an Enterprise Fund.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 10

To see if the Town will vote to raise and appropriate the sum of $20,695,494 to defray the expenses of the Town for the Fiscal Year commencing July 1,2025, and to set the salaries of elected officials as set forth below, and to transfer from available funds:

$1,000 from Cushing Academy Trust Fund for secondary school expenses;
$6,000 from special assessments Title V Receipts Account to pay principal and interest on notes payable to the Water Pollution Abatement Trust; $43,566 from Reserve for Amortization Bond Premium;

or act in relation thereto. (*Requested by Select Board and Advisory Board)*

Line	Department Category	FY25 Budget	FY26 Budget
1	Moderator	$100	$100
2	Select Board	$45,635	$40,635
3	Town Administrator	$339,380	$320,249
4	Advisory Board	$500	$500
5	Reserve Fund	$50,000	$50,000
6	Town Accountant	$121,550	$125,004
7	Board of Assessors	$132,070	$136,100
8	Treasurer/Collector	$184,828	$187,887
9	Tax Title	$20,000	$15,000
10	IT Expenses	$256,633	$295,500
11	Town Clerk	$83,610	$81,937
12	Land Use	$188,244	$193,224
13	Town Buildings	$332,599	$348,357
14	Non-Departmental	$146,859	$172,079
15	Police	$1,935,534	$1,996,099
16	Emergency Dispatch	$342,334	$365,887
17	Fire	$1,095,800	$1,126,261
18	Animal Control	$37,373	$37,373

19	Monty Tech	$628,607	$652,300
20	AWRSD	$8,268,098	$8,562,287
21	DPW	$1,290,027	$1,332,555
22	Snow & Ice	$230,000	$230,000
23	Board of Health	$33,978	$37,400
24	Conservation Commission	$75,118	$77,292
25	Council on Aging	$ 48,286	$52,922
26	Open Space Committee	$1,275	$1,275
27	Veterans' Services	$133,835	$99,185
28	Agricultural Commission	$1,000	$1,000
29	Ashburnham Recreation Committee	$29,500	$36,550
30	Library	$267,889	$327,515
31	Historical Commission	$1,250	$1,250
32	Cultural Council	$5,000	$5,000
33	Debt Service	$1,480,254	$1,436,970
34	Employee Ins. Benefits	$2,170,543	$2,349,801
Total Operating		$19,977,709	$20,695,494

Setting of Elected Salaries under Article 10:

a. Town Moderator: $100

b. Select Board: Chairman - $1,300; Clerk - $1,100; Member - $1,100

Explanation: Annual operating budget article, as noted, represents a 3.59% increase over the FY25 budget. The revenues also cover the capital items in the next article. The revenues to offset the cost of the proposed budget come from the following sources:

REVENUES	FY26-EST
Property Tax Levy	
Prior Year Levy Limit	15,684,420
2 ½ % Increase	392,111
New Growth	135,000
Debt Service Override-School	872,878
Debt Service Override-Municipal	471,9575
Other	0
Less overlay	(145,000)
Levy Total	17,585,836
State Aid	1,230,190
Local Receipts Revenue, and Transfers In	2,060,000
Total Revenue:	21,119,681

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 11

To see if the Town will vote to raise and appropriate from available funds the Sum of $180,500 to fund the recommendation of the Capital Planning Committee to include the following:

Line Item	Amount
1. Fire Lease – Rosenbauer Ladder	

	Fire Truck 4th of 10	$105,500
2.	Road Repair and Maintenance	$ 75,000
		$180,500

or act in relation thereto. (Requested by Town Administrator)
Explanation: The capital article is limited to the required articles, which, due to financial commitments and the imminent departmental need to be addressed, must be addressed at the Annual Town Meeting

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 12:
To see if the Town will vote to transfer the sum of $300,000 from Free Cash to the Snow and Ice Account (#0010-423-5400-0000), or act in relation thereto. (Requested by Town Administrator)

Explanation: The $300,000 is for the deficit amount in snow and ice for Fiscal Year 2025.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 13
To see if the Town will vote to transfer the sum of $85,000 from Free Cash to the Stabilization Fund, or act in relation thereto (Requested by Town Administrator)
Explanation: The $85,000 to the Stabilization Account will better prepare the town for future needs. The total amount in the Stabilization Account would be $795,469 ($710,469 + $85,000)

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 14
To see if the town will vote to transfer from Free Cash the sum of $42,500 to the Other Post Employee Benefits Account (OPEB), or act in relation thereto:
(*Requested by Town Administrator)*

Explanation: The $42,500 will be used to reduce future liability.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 15

To see if the Town will vote to transfer the sum of $20,000 from Free Cash to the Capital Account for IT Upgrades, or act in relation thereto. *(Requested by Town Administrator)*

Explanation: To upgrade computer systems and accessories for the Public Safety Facility

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 16

To see if the Town will vote to transfer the sum of $300,000 from Free Cash to the Capital Account for Road Repair on Route 101 South, or act in relation thereto:
(Requested by Town Administrator)

Explanation: The $300,000 would be used for expenses related to roadwork on Route 101 South should the MassDOT Transportation Improvement Project (TIP) be delayed further.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 17

To see if the Town will vote to transfer the sum of $25,000 from Free Cash to the Capital Account for Dam Inspection and Maintenance, or act in relation thereto:
(Requested by Town Administrator)

Explanation: The $25,000 is to cover the expenses for the engineer review and repair. This allocation would assist with the funding to upkeep Town-owned dams.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 18:

To see if the Town will vote to transfer the sum of $12,000 from Free Cash to the Capital Account for the Police Department off-duty weapons, or act in relation thereto.
(Requested by Town Administrator)

Explanation: Cover the cost to replace older weapons that are 12 years old. Weapons that are replaced will be traded in.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY MAJORITY VOTE

ARTICLE 19

To see if the Town will vote to transfer the sum of $200,000 from Free Cash to the Capital Account for Highway Repairs and Maintenance, or act in relation thereto.
(Requested by Town Administrator)

Explanation: The $200,000 is to cover expenses for unforeseen Road Repairs and Maintenance this fiscal year.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 20

To see if the Town will vote to transfer the sum of $200,000 from Free Cash to the Capital Account for Highway Repairs and Maintenance, or act in relation thereto.

(Requested by Town Administrator)

Explanation: The $200,000 is to cover part of the expenses for Road Repairs and Maintenance starting at the Water Treatment Plant on Lake Road to Sherbert Road to the Winchendon Townline (approximately 3 miles). The total anticipated cost for paving on this project was over $1 million ($800,000 already appropriated)

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 21

To see if the Town will vote to accept the provisions of G.L. c.44, § 54(b), (c),& (d), to allow Town's trust funds to be invested in accordance with G.L. c.203C, the so-called "Prudent Investor Rule," or act in relation thereto. *(Requested by Treasurer/Collector)*

Explanation: A local acceptance statute that allows the Town to invest its trust funds, unless otherwise provided or directed by the donor of these funds, under the "Prudent Investor Rule" (G.L. c. 203C). Prudent investing allows for much greater investment diversification opportunities than what is currently allowed under the MA Legal List of Investments. Where appropriate, prudent investing allows investment managers to use diversified mutual funds, ETFs, individual stocks, bonds, alternative investments, etc. Previously, these municipal funds had to adhere to a very short and restrictive list of stock and bond investments by law. Prudent investing does not inherently mean more risk in the investment portfolio, it simply means that there are greater investment options, which allows for reduced concentration risk and an overall more balanced portfolio allocation.

VOTE REQUIRED: Simple Majority
ARTICLE PASSED BY MAJORITY VOTE

ARTICLE 22

To see if the Town will vote to amend Chapter 250 of the Town Code, being the Town's Zoning Bylaws, Section 2.1, entitled "Types of districts," Section 2.2, entitled "Location of districts," and Attachments 2, entitled "Zoning Map," and 3, entitled "Village Center Zoning Districts," as well as incorporate new Attachments 5, 6 and 7, the complete text of these amendments being printed at the end of the warrant and entitled "DETAIL OF PROPOSED BYLAW CHANGES," or act in relation thereto: *(Requested by Planning Board)*

Explanation: Revisions to these sections, in part, are based on the Zoning Bylaw amendments approved at the 3 May 2022 Annual Town Meeting. A new zoning map, however, was not included in in the 2022 vote. Further, since the Wetlands and Watershed Protection District "W' was eliminated, parcels along the western segment of Winchendon Road (Route 12), which previously consisted of both 'W' and Light Industrial-B (LI-B) districts have been redesignated to be wholly within the LI-B district. All other former "W' areas have been deleted and incorporated into the zoning districts in which they were located. The boundary of the Water Supply Protection "WSP' Overlay District for Upper Naukeag Lake has been updated and is proposed as Attachment 5.

Additionally, proposed changes to the Zoning Map include corrections based on the Town's prior zoning maps from 1971 to 2004, such as the inclusion of dimensional information that defines zoning district boundaries. Other proposed changes include:

The Legend of the Zoning Map has been revised to add reference to 'Overlay Districts'. The dashed boundary line indicating the Light Industrial-A zoning district and the district's color code in South Ashburnham have been changed for the purpose of clarity. The watershed areas in Ashburnham that are tributary to Fitchburg and Gardner public water supplies have been added to the zoning map, referenced in Section 2.2 of the Zoning Bylaws, and proposed as Attachments 6 and 7.

The existing zoning map of Village Center (VC)-Residential, in part, is based on the original 300-foot offset from Main Street which was established in 2003. Rather than having the northern portions of Parcels 111 and 111B zoned as residential and the southern portions of these lots zoned industrial, it is proposed to revise the district boundaries so that they coincide with existing parcel boundaries, thus making the entirety of these parcels industrial, consistent with the industrial activities presently occurring on these parcels. Revisions to the text of Sections 2.1 and 2.2 of the Zoning Bylaws have been made to reflect previously approved revisions to the Zoning Map, as well as to clarify zoning-related 'Overlay' Districts. Revisions to the location-based description of the LI-A District in South Ashburnham are based on the rezoning of the Murray Road area from Industrial to Residential-A per the approval of Article 33 at the Annual Town Meeting of May 6 and 10, 2006.

(Requested by the Planning Board)

2/3 MAJORITY VOTE REQUIRED
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 23

To see if the Town will vote to amend Chapter 250 of the Town Code, being the Town's Zoning Bylaws, Section 1.3, entitled "Definitions," and Section 3.2.4, entitled "Floodplain District requirements," to conform to recently enacted Federal and State law changes, the complete text of these amendments being printed at the end of the warrant and entitled "DETAIL OF PROPOSED BYLAW CHANGES," or act in relation thereto.

(Requested by the Planning Board)

Explanation: The MA Department of Conservation & Recreation (DCR)/Flood Hazard Management Program (FHMP) is the State Coordinating Agency of the National Flood Insurance Program (NFIP) in Massachusetts. The Town has been notified by DCR/FHMP that a new Flood Insurance Rate Map (FIRM) and Flood Insurance Study (FIS) are being prepared by FEMA, each of which will become effective in July 2025. As such, FEMA-mandated updates to municipal floodplain-related bylaws, as set forth below and approved by the DCR/FHMP, need to be approved by that date. If not so approved, the Town will be suspended from the National Flood Insurance Program (NFIP).

2/3 MAJORITY VOTE REQUIRED
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 24

To see if the Town will vote to amend Chapter 250 of the Town Code, being the Town's Zoning Bylaws, Section 1.3, entitled "Definitions," and Section 5.12, entitled "Accessory Dwelling

Units," to conform to recently enacted State law changes, the complete text of these amendments being printed at the end of the warrant and entitled "DETAIL OF PROPOSED BYLAW CHANGES," or act in relation thereto.

(Requested by Planning Board)

Explanation: Due to the Affordable Homes Act being signed into law on 6 August 2024, changes to various sections of the Zoning Bylaws relative to Accessory Dwelling Units are required for consistency with the new legislation.

2/3 MAJORITY VOTE REQUIRED
ARTICLE PASSED BY UNANIMOUS VOTE

ARTICLE 25:

To see if the Town will vote to amend Chapter 250 of the Town Code, being the Town's Zoning Bylaws, Section 1.3, entitled "Definitions, Section 3.1, entitled "General Requirements," and Section 5.16, entitled "Medical Marijuana Treatment Center," to clarify granting authorities and procedures and to update terminology, the complete text of these amendments being printed at the end of the warrant and entitled "DETAIL OF PROPOSED BYLAW CHANGES," or act in relation thereto.

(Requested by Planning Board)

Explanation: Revisions to these Sections 1.3, 5.12, and 5.16 have been updated to reflect changes in State regulations and terminology. Specifically, changes clarify that the Select Board is the Special Permit Granting Authority (SPGA) for marijuana facilities. Thus, reference to the Select Board has been added to Sections 3.1.1, 3.1.2, and 5.16.4. The Planning Board oversees site plan review but also serves as the SPGA and issuing authority for certain actions regulated pursuant to the Zoning Bylaws. Consequently, reference to the Planning Board has been added to Section 3.1.1.

2/3 MAJORITY VOTE REQUIRED
ARTICLE PASSED BY UNANIMOUS VOTE

DETAIL OF PROPOSED BYLAW CHANGES
IN WARRANT ARTICLES 22, 23 & 24

Changes/additions are in ***BOLD ITALIC.*** Deletions are noted by a ~~STRIKETHROUGH~~.

Chapter 250. Zoning

Part 1 General Provisions

1.3 Definitions

1.3.1. Terms defined.

In this bylaw, the following terms shall have the following meanings unless a contrary meaning is required by the context or is specifically prescribed.

ACCESSORY BUILDING — A building devoted exclusively to a use subordinate to and customarily incidental to the principal use.
~~ACCESSORY DWELLING UNIT — An accessory dwelling unit is a self-contained housing unit that is clearly a subordinate part of the single-family dwelling and complies with Section 5.12 of this Bylaw.~~

ACCESSORY DWELLING UNIT (ADU) — A self-contained housing unit, inclusive of sleeping, cooking and sanitary facilities on the same Lot as a Principal Dwelling, subject to otherwise applicable dimensional and parking requirements, that:

> ***(a) Maintains separate entrances, either directly from the outside or through an entry hall or corridor shared with the Principal Dwelling sufficient to meet the requirements of the Building Code for safe egress;***
>
> ***(b) Is not larger than 900 square feet of living space; and***
>
> ***(c) Complies with Section 5.12 of this Bylaw, as well as the requirement that the creation or rental of an ADU that is not a short-term rental shall not be unreasonably restricted.***
>
> ***(Also see definitions of Principal Dwelling and Protected Use Accessory Dwelling Unit, and Chapter 250 Attachment 1: Schedule of Use Regulations Sections 3.1.2.2 m, n, and o)***

ACCESSORY USE — A use subordinate to and customarily incidental to the principal use.

ASSISTED ELDERLY HOUSING — Private or private nonprofit elderly housing comprised of individual studio, one-bedroom, and two-bedroom dwelling units for residents over the age of 65. On-site services and facilities such as meals, cleaning, laundry, recreation, fitness, transportation, and social activities are an integral part of the development. Medical services may be offered but no long-term hospital or nursing home care is provided within the assisted elderly housing development. Town water and sewer must serve assisted elderly housing unit(s).

BED-AND-BREAKFAST — Private, owner-occupied building with no more than five guest rooms which includes a breakfast in the room rate and which serves meals to overnight guests only.

BUILDING — Any structure built for the support, shelter or enclosure of person, animals, goods or property of any kind.

CONFORMING USE — Use of buildings, structures or land which complies with all the use and dimensional requirements of the zoning district in which the use is located.

CUSTOMARY HOME OCCUPATION — An occupation engaged in by a resident of the premises, including but not limited to carpentry, cooking, dressmaking, electrical work, handicrafts, interior decorating, masonry work, painting, plumbing, repairs of appliances or other small items and other similar activities but not including the display or sale of goods not produced on the premises.

DEVELOPMENT — Any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59].

DWELLING — Any fixed structure, not a mobile home, containing one or more dwelling units.

DWELLING UNIT — A room or group of rooms designed and equipped exclusively for use as living quarters for only one family, including provisions for living, sleeping, cooking and eating.

FAMILY — One or more persons occupying a dwelling unit and living as a single, nonprofit housekeeping unit.

FAMILY-TYPE CAMPGROUNDS — An area used for a range of overnight accommodations, from tenting to serviced trailer sites, including accessory facilities which support the use, such as administration offices, laundry facilities, washrooms, support recreational facilities, but not including the use of mobile homes, trailers or other forms of moveable shelter on a permanent year-round basis.

~~FLOOD BOUNDARY AND FLOODWAY MAP — An official map of a community issued by FEMA that depicts, based on detailed analyses, the boundaries of the 100-year and 500-year floods and the 100-year floodway. (For maps done in 1987 and later, the floodway designation is included on the FIRM.)~~

FLOODWAY — The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Code, Chapter 2, Section 202]

FUNCTIONALLY DEPENDENT USE means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]

GROSS FLOOR AREA — The sum, in square feet, of the floor areas of all roofed portions of a building, as measured from the interior faces of the exterior walls.

GROUNDWATER — All water found beneath the surface of the ground.
HALF (1/2) STORY — As used in Part 4, Dimensional Requirements, § 4.1.2, Table I, a 1/2 story is habitable space where floor area does not exceed 75% of the floor area of

CONFORMING USE — Use of buildings, structures or land which complies with all the use and dimensional requirements of the zoning district in which the use is located.

CUSTOMARY HOME OCCUPATION — An occupation engaged in by a resident of the premises, including but not limited to carpentry, cooking, dressmaking, electrical work, handicrafts, interior decorating, masonry work, painting, plumbing, repairs of appliances or other small items and other similar activities but not including the display or sale of goods not produced on the premises.

DEVELOPMENT — Any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59].

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GROUNDWATER — All water found beneath the surface of the ground.
HALF (1/2) STORY — As used in Part 4, Dimensional Requirements, § 4.1.2, Table I, a 1/2 story is habitable space where floor area does not exceed 75% of the floor area of

the story below and where the minimum ceiling height in accordance with the Massachusetts State Building Code does not exceed 50% of the floor area of the story below. [Added 5-7-2019 ATM by Art. 19]

HAZARDOUS MATERIALS — Material including, but not limited to, any material, in whatever form, which, because of its quantity, concentration, chemical, corrosive, flammable, reactive, toxic, infectious or radioactive characteristics, either separately or in combination with any substance or substances, constitutes a present or potential threat to human health, safety, welfare, or the environment, when improperly stored, treated, transported, disposed of, or otherwise managed. The term shall not include oil.

HAZARDOUS WASTE — Those wastes and materials designated as hazardous in the regulations of the Massachusetts Hazardous Waste Management Act, Massachusetts General Laws, Chapter 21C (310 CMR 30.00).

HEIGHT OF BUILDING — The vertical distance of the highest point of the roof above the mean grade of the ground adjoining the building.

HIGHEST ADJACENT GRADE — The highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59].

HISTORIC STRUCTURE — Any structure that is:

> ***(a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;***
>
> ***(b) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;***
>
> ***(c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or***
>
> ***(d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:***
>
> > ***(1) By an approved state program as determined by the Secretary of the Interior or***
> >
> > ***(2) Directly by the Secretary of the Interior in states without approved programs.***
>
> ***[US Code of Federal Regulations, Title 44, Part 59].***

IMPERVIOUS SURFACES — Materials or structures on or above the ground that do not allow precipitation or surface water to penetrate directly into the soil.

LIVING SPACE — The floor area used or intended to be used for living, sleeping, cooking or eating purposes, excluding bathroom, toilet, laundry and storage spaces, communicating corridors, stairways, spaces with less than four feet clear headroom, garages, breezeways and carports.

LOT — A single area of land in one ownership with definite boundaries as described on a recorded deed or recorded plan.

LOT LINE — A property boundary separating a lot from a street or adjoining lots; for example, street, side and rear lot lines.

MOBILE HOMES — A structure designed as a dwelling unit for living purposes, capable of being moved on its own wheels by a motor vehicle whether retained on wheels or fixed to a permanent foundation.

NEW CONSTRUCTION — Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. New construction includes work determined to be substantial improvement. [Referenced Standard ASCE 24-14].

NONCONFORMING USE — Use of buildings, structures or land which does not comply with all the use and dimensional requirements of the zoning district in which the use is located, but which was in existence at the time the use regulation became effective and was lawful at the time it was established.
OVERNIGHT CABIN — A building containing only one or two habitable rooms, which is adapted and used to provide transient sleeping accommodations for hire to not exceed four persons but not adapted or used for cooking or preparing meals or for residence by the same person for more than 90 days.

PREMISES — One or more lots in the same ownership, contiguous or separated only by a road, including all buildings, structures and improvements thereon.

PRIMARY RESIDENCE — A building in which is conducted the principal use of the lot on which it is located. For residentially zoned lots, such a building would be a dwelling.

PRINCIPAL BUILDING — A building in which ~~is conducted~~ the principal use of the lot on which it is located *is conducted.*

PRINCIPAL DWELLING — A structure, regardless of whether it, or the Lot it is situated on, conforms to Zoning, including use requirements and dimensional requirements, such as setbacks, bulk, and height, that contains at least one Dwelling Unit and is, or will be, located on the same Lot as a Protected Use ADU.

PRINCIPAL USE — The main or primary purpose for which a structure or lot is designed, arranged or intended, or for which it may be used, occupied or maintained under this bylaw.

PROTECTED USE ACCESSORY DWELLING UNIT (ADU) — An attached or detached ADU that is located, or is proposed to be located, on a Lot in a Single-Family Residential Zoning District and is protected by M.G.L. c. 40A, Section 3, provided that only one ADU on a lot may qualify as a Protected Use ADU. An ADU that is nonconforming to zoning shall still qualify as a Protected Use ADU if it otherwise meets this definition.

(Also see definitions of Accessory Dwelling Unit and Single-Family Residential Zoning District)

PUSHCART — Any wagon, cart, trailer or similar wheeled container, not a self-propelled "motor vehicle" as defined in MGL c. 90, § 1, from which food or beverage is offered for sale to the public.

~~**RECREATIONAL VEHICLE — A vehicle or vehicular attachment with or without motive power designed for temporary sleeping or living quarters for one or more persons, which is not a dwelling and which may include a pick-up camper, travel trailer, tent trailer, beach buggy and motor home.**~~

RECREATIONAL VEHICLE — A vehicle which is:

(a) Built on a single chassis

(b) 400 square feet or less when measured at the largest horizontal projection

(c) Designed to be self-propelled or permanently towable by a light duty truck

(d) Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use. [US Code of Federal Regulations, Title 44, Part 59].

REGULATORY FLOODWAY — see FLOODWAY.

SEASONAL FARM STAND, NONEXEMPT — Facility for the sale of produce, wine and dairy products on property nonexempted by MGL c. 40A, § 3, operated on a non-year-round basis.

SHORT-TERM RENTAL — As defined by MGL Chapter 64, Section 1: An owner-occupied, tenant-occupied or non-owner occupied property including, but not limited to, an apartment, house, cottage, condominium or a furnished accommodation that is not a hotel, motel, lodging house or bed and breakfast establishment, where:

(a) At least 1 room or unit is rented to an occupant or sub-occupant; and

(b) All accommodations are reserved in advance; provided, however, that a private owner-occupied property shall be considered a single unit if leased or rented as such.

SINGLE-FAMILY RESIDENTIAL ZONING DISTRICT — Any Zoning District where Single-family Residential Dwellings are a permitted or an allowable use, including any Zoning District where Single-family Residential Dwellings are allowed as-of-right or by Special Permit.

SPECIAL FLOOD HAZARD AREA — The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A and AE. [Base Code, Chapter 2, Section 202].

START OF CONSTRUCTION — The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building. [Base Code, Chapter 2, Section 202]

STREET, WAY OR ROAD — An accepted Town way, or a way established by or maintained under county, state or federal authority, or a way established by a subdivision control law, or a way determined by the Planning Board to have sufficient width, suitable grades, and adequate construction to provide for the needs of vehicular traffic in relation to the proposed use of the land, and for the installation of municipal services to serve such land and the buildings erected or to be erected thereon.

STRUCTURE — For floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. [US Code of Federal Regulations, Title 44, Part 59].

SUBSTANTIAL REPAIR OF A FOUNDATION — When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR Chapter 16 Section 1612. [As amended by MA in 780 CMR 10th Edition].

SUPPORTIVE HOUSING — Facilities comprising personal and other supportive services with a nonmedical focus, limited to persons 55 years and older, including, but not limited to, assisted living, congregate care and independent living and should specifically exclude skilled nursing facilities, intermediate-care facilities, nursing facilities, custodial-care facilities and continuing- care retirement communities, or such facilities which provide multiple levels of care within a single facility. Town water and sewer must serve supportive housing facility(ies).

SURFACE WATER — Any lake, stream, spring, impoundment, or pond as determined by the Massachusetts geographic information service based upon the United States Geological Survey one to 25,000 scale quadrangle maps. Surface water shall include the land located thereunder and the banks thereto. Surface water shall exclude all reservoirs, aquifers, groundwaters and man- made farm ponds used for irrigation, as well as all so-called "great ponds" of the commonwealth which do not drain into any lake, stream, spring or pond as described above.

TRAILER — A vehicle without motive power, designed to be towed by a passenger automobile but not designed for human occupancy and which may include a utility trailer, boat trailer and horse trailer.

VARIANCE — A grant of relief by a community from the terms of a flood plain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

VIOLATION — The failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3 is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

WATERSHED — Lands lying adjacent to watercourses and surface water bodies which create the catchment or drainage areas of such watercourses and bodies.

Part 2. Use Districts

2.1. Types of districts.

[Amended 5-3-2022 ATM by Art. 24]

A. For the purpose of this bylaw the Town of Ashburnham is hereby divided into the following districts:

R-A Residential

R-B Residential

VC-C Village Center Commercial

VC-R Village Center Residential

B Business

G-B Green Business

I Industrial

LI-A Light Industrial

LI-B Light Industrial

WSP Water Supply Protection (Overlay) District

FDPL Floodplain (Overlay) District

LWEF Large Wind Energy Facilities (Overlay) District

SLR Solar (Overlay) District

B. The Village Center Commercial (VC-C) and Village Center Residential (VC-R) Districts are intended to foster appropriate reuse of existing structures and new construction within the downtown area in harmony with the historic character and dense development pattern of the downtown.

C The Water Supply Protection District is an overlay district encompassing all lands within the Town of Ashburnham, lying within the watershed of the Upper Naukeag Lake

Reservoir, which now serves as a public water supply ***for the Towns of Ashburnham and Winchendon. This overlay district also includes the portions of watershed lands in Ashburnham that are tributary to the Fitchburg Reservoir (a City of Fitchburg public water supply) and Cowee Pond/Perley Brook (a City of Gardner public water supply).***

This overlay district is superimposed on the zoning districts and shall apply to all new construction, reconstruction, or expansion of existing buildings and/or expanded uses. Applicable activities or uses within the Water Supply Protection District must comply with the requirements of this district as well as with the underlying zoning. All regulations of the Town of Ashburnham zoning bylaws shall remain in effect.

D. The LI-A and LI-B Light Industrial Districts shall include light manufacturing, retail, business, and office as allowed in the Schedule of Use Regulations. The purpose of this district is to provide areas for industrial and commercial uses in an open setting that will not have objectionable influences on adjacent residential and commercial districts and are not dangerous by reason of fire or explosion, nor injurious or detrimental to the

neighborhood by reason of dust, odor, fumes, wastes, smoke, glare, noise, vibration or other noxious or objectionable feature as measured at the nearest property line.

E. The Green Business is intended to foster businesses that will support tourism and passive and outdoor recreation while preserving the natural beauty and ecological significance of the area.

2.2. Location of districts.

[Amended 5-3-2022 ATM by Art. 24]

A. ***Districts R-A, R-B, VC-C, VC-R, B, G-B, I, LI-A, LI-B, and WSP, FDPL, LWEF, and SLR*** are located and bounded as shown on a map entitled "Zoning Map of Ashburnham, Massachusetts", dated ***March 2025***, and on in the file as subsequently amended offices of the Town Clerk and the Zoning Enforcement Officer.

(1) G-B: Route 119 from the Ashby Town line to the New Hampshire state line 2,000 feet on either side of the road, excluding the existing business district already designated at Route 119 and Route 101, as depicted on the map referenced above.

(2) LI-A: Light industrial use from South Pleasant Street ***and the Whitman River*** to the ***westernmost rail line east of Murray Road, and then adjacent to the*** Gardner line on the south side of Route 101, and southwest of the railroad bed on the north side of Route 101 overlaying the already established industrial zone, but excluding any residentially zoned parcels in this area, as depicted on the Zoning Map.

(3) LI-B: Light industrial use along Route 12, starting 1,000 feet beyond Hunter Avenue on the north side of Route 12 and continuing along Route 12 to the Winchendon Town line and on the south side of Route 12 as depicted on the map referenced above.

B. The Water Supply Protection (WSP) Overlay District includes all lands within the Town of Ashburnham lying within the watershed of the Upper Naukeag Lake reservoir, a public water supply ***for the Towns of Ashburnham and Winchendon. This overlay district also includes the portions of watershed lands in Ashburnham that are tributary to the Fitchburg Reservoir (a City of Fitchburg public water supply) and Cowee Pond/Perley***

Brook (a City of Gardner public water supply).

The WSP Overlay District, ***as referenced above,*** is located and bounded as shown on maps ***provided herein and*** on file with the Zoning Enforcement Officer, entitled "Zoning Map of Ashburnham, Massachusetts" dated ***March 2025. For Upper Naukeag Lake, the district also is shown on*** the "Water Supply Protection Overlay District Map" dated 3 May 2022 ***and presented herein as Attachment 5***, which is based on the 2018 U.S. Geological Survey (USGS) ~~U.S. Top~~ 7.5-Minute Series Topographic Map for Ashburnham Quadrangle. ***For the Fitchburg Reservoir and Cowee Pond/Perley Brook, the districts also are shown on the maps entitled "Fitchburg Reservoir Water Supply Protection Overlay District" dated March 2025, and the "Cowee Pond/Perley Brook Water Supply Protection Overlay District" dated March 2025, presented herein as Attachments 6 and 7,***

respectively, each of which is based on the 2018 U.S. Geological Survey (USGS) 7.5-Minute Series Topographic Maps of the Ashburnham and Ashby Quadrangles, respectively.

C. The Floodplain District is hereby established as an overlay district, ***the purposes of which are to:***

1) Ensure public safety through reducing the threats to life and personal injury
2) Eliminate new hazards to emergency response officials
3) Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding
4) Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding
5) Eliminate costs associated with the response and cleanup of flooding conditions; and
6) Reduce damage to public and private property resulting from flooding waters.

The underlying permitted uses are allowed, provided ~~that~~ they meet the Floodplain District additional requirements as well as those contained in the Massachusetts State Building Code and MA Department of Environmental Protection statutes/regulations dealing with construction in floodplains.

The Floodplain District includes all special flood hazard areas ***within Ashburnham*** designated as Zone A or AE ~~A1-19 and the Flood Boundary and Floodway Maps dated June 15, 1984 on file with the Town Clerk, Planning Board and Zoning Enforcement Officer. Where the above maps are inadequate for the detail required, detailed floodplain plans shall be prepared by a registered professional engineer with costs to be borne by the applicant. These maps, as well as the accompanying Flood Insurance Study of Ashburnham, are incorporated herein by reference.~~ on the ~~Ashburnham~~ ***Worcester County Flood Insurance Rate Map (FIRM) dated July 8, 2025 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Worcester County Flood Insurance Study (FIS) report dated July 8, 2025.***

The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Conservation Commission, and Zoning Enforcement Officer.
In Ashburnham, the Zoning Enforcement Officer is hereby designated as the official floodplain administrator (FPA) for the town. Said Officer, however, may request relevant input from other municipal officials, as warranted.

D. The Zoning Map, Water Supply Protection Overlay District Map, and Flood Insurance Rate Maps, ~~and Flood Boundary and Floodway Maps,~~ with all explanatory matter thereon, are hereby made part of this bylaw.

E. Boundary identification.

(1) Where a boundary is shown as following a street, railroad, or utility, the boundary shall be the center line thereof, unless otherwise indicated.

(2) Where a boundary is shown outside of a street, railroad, or utility and approximately parallel thereto, the boundary shall be deemed parallel to the

nearest line thereof, and the figure placed on the Zoning Map between the boundary and such line shall be the distance in feet between them, as measured at a right angle from such line unless otherwise indicated.

(3) Where a boundary is shown as following a watercourse, the boundary shall coincide with the center line thereof as said line existed at the date of the Zoning Map.

(4) Where the location of a boundary is otherwise uncertain, the Zoning Enforcement Officer shall determine its position in accordance with the distance in feet from other lines or bounds as given on the Town of Ashburnham Zoning Map and good engineering practice. Where the bounds of the Water Supply Protection District, as referenced in Subsection B, ***or the bounds of the Floodplain District as referenced in Subsection C*** are in doubt or dispute, the burden of proof shall be upon the owner(s) of the land in question, who may engage a registered professional engineer/professional registered land surveyor to determine more accurately the location and extent of ~~watershed lands~~ ***District boundaries***. The final determination of a boundary, however, shall be made by the Zoning Enforcement Officer. Any and all fees shall be at the owner's expense.

(5) Where a district boundary divides a lot, a use permitted as a matter of right or by exception in the less restricted district may be extended not more than 50 feet into the more restricted portion of the lot.

Part 3. Use Regulations

Section 3.1 General Requirements

3.1.1 Basic Requirements

A. No building, structure, or land shall be used for any purpose or in any manner other than as permitted and set forth in § 3.1.2, Schedule of Use Regulations, of this bylaw and in accordance with the following notation:

Y	(Yes)	Use permitted as a matter of right.
S***P*** p	(Special Permit)	Use allowed as an exception under special permit by ***the Select Board,*** the Board of Appeals or Planning Board as provided hereafter.
N	(No)	Use prohibited.

B. Uses permitted as a matter of right and uses allowed by ***the Select Board,*** the Board of Appeals***, or the Planning Board*** shall be in conformity with all dimensional requirements, off-street parking requirements, and any other pertinent requirements of this bylaw.

C. ***The Select Board is designated as the Special Permit Granting Authority (SPGA) for any special permits associated with a Medical Marijuana or an Adult Use Marijuana facility, as set forth in Sections 5.16 and 5,18 of the zoning bylaws. Procedures for the special permit shall be in accordance with MGL Chapter 40A, Section 9 and the special permit provisions of Section 6.4B of these bylaws for the issuance of a special permit. Site Plan Review when required under Section 5.7 of this bylaw shall be by the Planning Board.***

~~C~~***D.*** The Planning Board is designated as the special permit granting authority (SPGA) for all ***other*** special permits requiring site plan review under Section 5.7 of this bylaw and any special permits being granted in conjunction with a planned unit development (PUD) Special Permit under Section 5.15 of this bylaw.

~~D~~***E.*** The Zoning Board of Appeals is designated as the special permit granting authority (SPGA) for all ***other*** special permits that also require a variance from the Zoning Board of Appeals.

3.1.2 Schedule of Use Regulations/Table of Use Regulations

3.2 Special Conditions

3.2.4 Floodplain District requirements.

A. A permit is required for all proposed construction or other development in the floodplain overlay district, including new construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other development that might increase flooding or adversely impact flood risks to other properties.

Additionally, any permit applicant shall obtain all local, state and federal permits that will be necessary in order to carry out the proposed construction or other development in the floodplain overlay district. The applicant also must demonstrate that all necessary permits have been acquired.

B. Along watercourses within Zones A and AE where a regulatory floodway has not been designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

Along watercourses within Zones ~~A1-30 and~~ ***A and AE where a regulatory floodway designated on the Town's FIRM,*** ~~or Flood Boundary & Floodway Map~~ ***encroachments are prohibited, including fill, new construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment, with or without the provision of compensatory flood storage, would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.***

C. In unnumbered A Zones, in the absence of FEMA base flood elevation (BFE) data and floodway data, the Zoning Enforcement Officer shall obtain, review and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A, and as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

~~A. the floodway, designated on the Flood Boundary and Floodway Map, the following provisions shall apply:~~

~~(1) All encroachments, within the floodway, including fill, new construction, substantial improvements to existing structures, and other development are prohibited unless certification by a registered professional engineer or architect is provided by the applicant demonstrating that an equal amount of compensatory flood storage area, having an unrestricted hydraulic connection to the same waterway or water body, is provided within the same property bounds. "Compensatory storage" shall mean a volume not previously used for flood storage on the same property and shall be incrementally equal to the theoretical volume of floodwater at each elevation, up to and including the 100-year flood elevation, which would be displaced by the proposed project.~~

~~(2) Any encroachment meeting the above standard shall comply with the floodplain requirements of the State Building Code.~~

~~(a) Except for structures designed for flood control or water storage purposes, allowed or permitted uses shall not substantially reduce natural water storage capacities nor substantially affect natural stream flow.~~

~~(b) Septic tanks, cesspools and leaching fields shall not be permitted.~~

~~(c) Driveways and roads are permitted where alternative means of access are impractical.~~

~~B.~~***D.*** ~~Subdivision~~ Standards for ***development in*** the Floodplain District. All development proposals ***in the floodplain overlay district, including subdivision*** proposals and other proposed new development shall be reviewed by the Planning Board's engineer at the applicant's expense to determine whether such proposals will be reasonably safe from flooding. If any part of a subdivision proposal or other new development is located within the Floodplain District established under the Zoning Bylaw it shall be reviewed to assure that:

(1) The proposal is designed consistent with the need to minimize flood damage; and

(2) All public utilities and facilities, such as sewer, gas, electrical and water systems, shall be located and constructed to minimize or eliminate flood damage; and

(3) Adequate drainage systems shall be provided to reduce exposure to flood hazards; and

(4) ***Technical data used to determine the*** base flood elevation (the level of the 100-year flood) data ***for each developable parcel, as well as the location(s) of the base flood elevation,*** shall be provided for proposals greater than 50 lots or five acres, whichever is the lesser, for that portion within the Floodplain District.

~~C.~~***E.*** Health regulation pertaining to the Floodplain District. The Board of Health, in reviewing all proposed water and sewer facilities to be located in the Floodplain District established under the Zoning Bylaws, shall require that:

(1) New and replacement water supply systems shall be designed to prevent infiltration of floodwaters in the system; and

(2) New and replacement sanitary sewage systems be designed to prevent infiltration of floodwaters into the systems and discharges from the systems into floodwaters.

~~D.~~***F.*** Floodplain District regulations for mobile homes ***and recreational vehicles***.

(1) Within Zones A and AE ~~A1–19~~, all mobile homes shall provide that:

(a) Stands or lots are elevated on compacted fill or on pilings so that the lowest floor of the mobile home will be at or above the base flood level; and Adequate surface drainage and access for a hauler are provided; and

(b) In the instance of elevation on pilings, lots are large enough to permit steps, piling foundations are placed in stable soil no more than 10 feet apart, and reinforcement is provided for piers more than six feet above ground level.

(2) The placement of mobile homes, ~~except in~~ ***including their placement within*** an existing mobile home park or mobile home subdivision, ~~are~~ ***is*** prohibited in the floodway ~~(or coastal high hazard area or V-zone~~.

(3) ***In the A and AE Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.***

G. Watercourse alterations or relocations in riverine areas.

In a riverine situation, the Zoning Enforcement Officer shall notify the following of any alteration or relocation of a watercourse:

- ***Adjacent Communities, especially upstream and downstream***
- ***Bordering States, if affected***
- ***NFIP State Coordinator***
  Massachusetts Department of Conservation and Recreation
- ***NFIP Program Specialist***
  Federal Emergency Management Agency, Region I

H. Requirement to submit new technical data.

If data are acquired that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Zoning Enforcement Officer shall, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

- ***NFIP State Coordinator***
- ***Massachusetts Department of Conservation and Recreation***
  NFIP Program Specialist
- ***Federal Emergency Management Agency, Region I***

I. Variances to building code floodplain standards

The Zoning Enforcement Officer shall request from the State Building Code Appeals Board a written and/or audible copy of the portion of any hearing

related to the State's issuance of a variance from the State's Building Code floodplain standards, and will maintain this record in the community's files.

Where applicable, the Zoning Enforcement Officer also shall issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that (i) the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood

insurance up to amounts as high as $25 for $100 of insurance coverage and (ii) such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

J. Abrogation and general restriction

The floodplain management regulations set forth in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes.

K. Disclaimer of liability

The degree of flood protection provided by this bylaw is considered reasonable but does not imply total flood protection.

L. Severability

If any section, provision or portion of this bylaw is deemed to be unconstitutional or invalid by a court, the remainder of the bylaw shall be effective.

M. Enforcement

This bylaw shall be enforced by the Board of Selectmen or by a Building Inspector appointed by them, per Section 6.1 of the Zoning Bylaws, with penalties imposed per Section 6.7 of the Zoning Bylaws. To the extent applicable, Floodplain District requirements also shall be enforced per Part II (Regulatory Bylaws), Section 230 (Wetlands Protection), Section 230.9 (Enforcement: Violations and Penalties).

Part 5 Special Requirements

5.5 Soil, Vegetation, Rock and Gravel Removal

5.5.1 Purpose.

The purpose of this Section 5.5 is to prevent the degradation of the Town's natural resources, including its soil, surface and groundwater and naturally occurring vegetation, due to the improper or uncontrolled removal or redisposition of soils, vegetation and earth materials. Unless otherwise provided for in this bylaw, this Section 5.5 shall not apply to the removal of less than 19 cubic yards of material from a lot for noncommercial purposes for maintenance or improvement of the lot or the removal or alteration of existing vegetation upon a lot for noncommercial purposes related to the routine maintenance or improvement of the lot.

5.5.5 Permit for soil, vegetation, rock and gravel removal.

A. General.

(1) The Board of Appeals may issue soil, vegetation, rock and gravel removal permits for ***the*** R-B ***and*** I ~~, W~~ Districts, complete with conditions imposed, for areas not to exceed 20 acres. All permits shall conform to the minimum restoration and operating standards contained herein and such other conditions as the Board of Appeals may deem necessary. Said permit shall allow the working of only five acres at any one time. Upon completion of the earth removal operation on a five-acre parcel, or a part thereof, and substantial restoration of said parcel as determined

by the Board of Appeals, according to the restoration standards and the permit conditions, application may then be made to the Board of Appeals for a permit renewal. Such permit renewal shall allow the removal of earth on another five-acre section, as shown by the operating schedule submitted with the permit application. This procedure shall be followed until the operation is completed. No soil being removed under special permit may take place within 300 feet of a street or way, nor within 100 feet of the high water mark of any natural watercourse, nor within 100 feet of a lot line. Soil may be disturbed within these established boundaries if it is considered part of the site restoration work and has received prior approval by the Board of Appeals.

5.12 Accessory Dwelling Units (ADU)

5.12.1 Purpose and intent.

The intent of permitting accessory dwelling units (ADU) is to:

A. Provide older homeowners with a means of obtaining rental income, companionship, security, and services, thereby enabling them to stay more comfortably in homes and neighborhoods they might otherwise be forced to leave;

B. Add moderately priced rental units to the housing stock to meet the needs of smaller households and make housing units available to moderate-income households who might otherwise have difficulty finding housing;

C. Develop housing units in single-family neighborhoods that are appropriate for households at a variety of stages in their life cycle;

D. Provide housing units for persons with disabilities;

E. Protect stability, property values, and the residential character of a neighborhood.

5.12.2 Procedural requirements.

A. Review procedure ***for Accessory Dwelling Units Allowed By Right***

The Building Commissioner shall review building permit applications for the construction/installation and use of a Protected Use ADU within, attached to, or detached from an existing or new dwelling unit for compliance with Section 5.12.3.A through K of this bylaw and other relevant bylaws and codes.

(Also see Section 1.3 Definitions of Accessory Dwelling Unit, Principal Dwelling, and Protected Use Accessory Dwelling Unit, and Chapter 250 Attachment 1: Schedule of Use Regulations Sections 3.1.2.2 m, n, and o)

B. Review procedure ***for Accessory Dwelling Units Requiring Special Permit***

(1) ***As described in this bylaw,*** ~~T~~*t*he Planning Board, acting as the special permit granting authority (SPGA), shall grant a special permit for an accessory dwelling unit ~~as provided for in this bylaw~~ ***that is within, attached to, or detached from an***

existing dwelling unit if it finds the proposed ADU as presented in the special permit application is in compliance with Section 5.12.3 as provided for in this bylaw.

(2) The Planning Board shall adopt an application form and rules and regulations in accordance with the special permit provisions of this section of the bylaw. Rules and regulations shall specify the application process, type and number of required plans, and general requirements in order to assist the applicant in complying with the intent of this bylaw.

(Also see Section 1.3 Definitions of Accessory Dwelling Unit, Principal Dwelling, and Protected Use Accessory Dwelling Unit, Chapter 250 Attachment 1: Schedule of Use Regulations Sections 3.1.2.2 m, n, and o, and Planning Board Rules and Regulations Chapter 410, Accessory Dwelling Units)

5.12.3 Use and dimensional regulations

A. ~~The Planning Board shall issue a special permit authorizing the installation and use of an accessory dwelling unit within an existing or new owner-occupied, single-family dwelling when the conditions outlined in Subsection A(1) through (9) have been met, or the Planning Board may issue a special permit authorizing the installation and use of an accessory dwelling unit in a detached structure on a single-family home lot only when the conditions outlined in Subsection A(1) through (9) have been met:~~

~~(1)~~ The unit shall be a complete, separate housekeeping unit containing ~~both~~ a kitchen, sleeping quarters, and bath.

~~(2) Only one accessory dwelling unit may be created within a single-family house or lot.~~

~~(3) The owner(s) of the residence in which the accessory dwelling unit is created must continue to occupy at least one of the dwelling units as their primary residence, except for bona fide temporary absences.~~

B.~~(4)~~ Any new, separate, outside entrance serving an accessory dwelling unit shall ~~be located on the side or in the rear of the building and shall not be visible from the way providing primary access to the lot,~~ ***appear subordinate to the primary dwelling entrance.***

C.~~(5)~~ The gross ~~floor~~ ***living*** area of an accessory dwelling unit (including any additions) shall not be less than 300 square feet or more than 900 square feet of living space. If the accessory dwelling unit is a subdivision of the main house, the main unit cannot be made smaller than the accessory unit.

D.~~(6)~~ Once an accessory dwelling unit, ***as approved by a Special Permit issued by the Planning Board***, has been added to a single-family structure or lot, the accessory dwelling unit shall ~~never~~ ***not*** be enlarged ~~beyond the area allowed in Subsection A(5)~~ without approval of the Planning Board.

E.~~(7)~~ An accessory dwelling unit shall not ~~be occupied by more than four people nor~~ have more than two bedrooms.

F.~~(8)~~ The construction of any accessory dwelling unit shall be in conformity with the State Building Code, Title V of the State Sanitary Code and other local bylaws and regulations.

G.~~(9)~~ At least one off-street parking space shall be provided for the accessory dwelling unit in addition to any other off-street parking requirements in Section 5.3.2 of the Zoning Bylaw. ***If the ADU is located not more than 0.5 miles from a public transit stop, no additional parking space shall be required.***

H.~~B.~~ In order to encourage the development of housing units for disabled and handicapped individuals and persons with limited mobility, ***the Building***

Commissioner or the SPGA, ***as applicable,*** may allow reasonable deviation from the stated conditions where necessary to install features that facilitate access and mobility for disabled persons.

~~C. Approval for an ADU requires that the owner shall occupy one of the dwelling units. The approval and the notarized letters required in Subsections D and E below must be recorded in the Worcester Northern Registry of Deeds or Land Court, as appropriate, in the chain of title to the property, with documentation of the recording provided to the Building Commissioner, prior to the occupancy of the accessory dwelling unit.~~

~~D. When a structure which has received a special permit for an accessory dwelling unit is sold, the new owner(s), if they wish to continue to exercise the permit, must, within 30 days of the sale, submit a notarized letter to the Building~~

~~Commissioner stating that the owner(s) will occupy one of the dwelling units on the premises as the owner(s) primary residence, except for bona fide temporary absences.~~

~~E. Prior to issuance of a special permit, the owner(s) must send a notarized letter stating that the owner will occupy one of the dwelling units on the premises as the owner's primary residence, except for bona fide temporary absences.~~

I. In order to increase the supply of more affordable stable housing, use of an ADU as a short term rental is discouraged and only allowed with the granting of a special permit from the Planning Board wherein the Board finds that there are extenuating circumstances to permit such a use.

J. The construction/occupation of more than one (1) ADU, or rental thereof, on a lot shall require a special permit from the Planning Board.

~~K.F. Prior to issuance of a special permit, a floor plan must be submitted showing the proposed interior and exterior changes to the building.~~

A Certificate of Occupancy (CO) for an approved ADU shall not be granted until a notarized letter affirming compliance with Section 5.12 of this bylaw has been recorded with the Worcester Northern Registry of Deeds and proof thereof has been ***provided to the Building Commissioner.***

5.12.4 Administration and enforcement.

A. It shall be the duty of the Building Commissioner to administer and enforce the provisions of this bylaw.

B. No building shall be constructed or changed in use or configuration until the Planning Board has issued a special permit***, if required,*** and the Building Commissioner has issued a building permit. No ~~special permit,~~ **building permit** shall be issued until a sewage disposal works permit, when applicable, has first been obtained from the Board of Health and the proposed building and location thereof conform with the Town's laws and bylaws. Any new building or structure shall conform to all state and Town laws, bylaws, codes and regulations. No ADU permitted under this bylaw shall be occupied until a certificate of occupancy has been issued by the Building Commissioner.

C. The Building Commissioner shall refuse to issue any permit which would result in a violation of any provision of this Section 5.12 or in a violation of the conditions or terms of any special permit granted by the SPGA.

D. The Building Commissioner shall issue a cease and desist order on any work in progress or on the use of any premises, either of which are in violation of the provisions of Section 5.12.

E. Construction or use according to a special permit shall conform to any subsequent amendment of this chapter unless the construction or use ~~is~~ ***was*** begun within a period of not more than six months after the issuance of a special permit granted under this bylaw ~~before the effective date of the amendment~~.

~~F. The SPGA specified in this section may, upon making findings of fact supporting said waiver or modification, approve a waiver or modification to the dimensional standards of this bylaw, provided that such waiver or modification is not greater than 10% of the dimensional standards.~~

5.12.5 Waiver of compliance.

The Planning Board~~, acting as the SPGA under this bylaw,~~ may waive strict compliance with any requirements of this bylaw, where the ~~SPGA~~ *Planning Board* **~~makes a find~~*s* ~~ing~~** ***that*** **such waiver is in the public interest and not inconsistent with the purpose and intent of the Zoning Act or this Section 5.12.**

5.12.6 Validity.

The invalidity of any section or provision of this bylaw shall not invalidate any other section or provision thereof.

5.16 ***Medical Marijuana Treatment Center (MTC)*** ~~Registered Marijuana Dispensaries~~

5.16.1 Purposes.

A. To provide for the limited establishment of ~~registered marijuana dispensaries (RMD)~~ ***marijuana treatment centers (MTC)*** in appropriate places and under strict conditions in accordance with applicable laws.

B. To minimize the adverse impacts of ~~RMDs~~ ***MTCs*** on adjacent properties, residential neighborhoods, schools and other places where children congregate, local historic districts, and other land uses potentially incompatible with said ~~RMDs~~ ***MTCs***.

C. To regulate the siting, design, placement, safety, monitoring, modification, and removal of ***MTCs*** ~~RMDs~~.

D. To limit the overall number of ***MTCs*** ~~RMDs~~ in Ashburnham to what is essential to serve the public convenience and necessity.

5.16.2 Applicability.

A. The cultivation, production, processing, assembly, packaging, retail or wholesale sale, trade, distribution or dispensing of marijuana for medical use is prohibited unless permitted as an ~~RMD~~ ***MTC*** under this Section 5.16.

B. If any provision of this Section 5.16 or the application of any provision of this article to any person or circumstance shall be held invalid, the remainder of this Section 5.16, to the extent it can be given effect, or the application of those provisions to persons or circumstances other than those to which it is held invalid, shall not be affected thereby, and shall remain in effect.

5.16.3 Definitions.

MARIJUANA — Shall be defined as "marijuana" under Chapter 94*G* ~~C~~ of the Massachusetts General Laws and *935 CMR 500.002* ~~105 CMR 725.004~~.

MARIJUANA FOR MEDICAL USE — Marijuana that is designated and restricted for use by, and for the benefit of qualifying patients in the treatment of debilitating medical conditions.

~~**REGISTERED MARIJUANA DISPENSARY — A not-for-profit entity registered under 105 CMR 725.100, that acquires, cultivates, possesses, processes (including development of related projects such as edible marijuana-infused products (MIP), tinctures, aerosols oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to registered qualifying patients or their personal caregivers.**~~

MEDICAL MARIJUANA TREATMENT CENTER (MTC) -- formerly known as a Registered Marijuana Dispensary (RMD), means an entity licensed under 935 CMR 500.101 that acquires, cultivates, possesses, Processes (including development of related products such as Edibles, MIPs, Tinctures, aerosols, oils, or ointments), Repackages, transports, sells, distributes, delivers, dispenses, or administers Marijuana, products containing Marijuana, related supplies, or educational materials to Registered Qualifying Patients or their Personal

Caregivers for medical use. Unless otherwise specified, MTC refers to the site(s) of dispensing, cultivation, and preparation of Marijuana for medical use.

5.16.4 Eligible locations for registered marijuana dispensaries.

An ***MTC*** ~~RMD~~ shall be permitted only in the ***MTC*** ~~RMD~~ Use Overlay District**, *as described in Section 5.16.5 Subsections F and G,*** by special permit by the ~~special permit granting authority (SPGA)~~ ***Select Board [herein designated as the special permit granting authority (SPGA)]*** in accordance with the provisions of MGL c. 40A. § 9, this Section 5.16, ~~Section 5.7 (Site Plan Review)~~ and the general special permit provisions of § 6.4B of these bylaws. **Consistent with Section 3.1.1C, *Site Plan Review when required under Section 5.7 shall be by the Planning Board.***

5.16.5 General requirements and conditions for all registered marijuana dispensaries.

A. No ~~RMD~~ ***MTC*** shall have a gross floor area in excess of 2,500 square feet. ~~An RMD~~ ***A MTC*** may be located in buildings that exceed 2,500 square feet of floor area, provided that the gross floor area of the ~~RMD~~ ***MTC*** shall not exceed 2,500 square feet.

B. All ~~RMD~~ ***MTC*** shall be contained within a building or structure, except as otherwise permitted by the ~~Department of Public Health~~ ***Cannibis Control Commission regulations*** at ***935 CMR 500.000*** ~~105 CMR 725.000~~ et seq.

C. The hours of operation of a ~~RMD~~ ***MTC*** shall be set by the SPGA, but in no event shall ***MTCs*** ~~RMDs~~ be open and/or operating between the hours of 9:00 p.m. and 8:00 a.m.

D. No special permit for an ~~RMD~~ ***MTC*** shall be issued to a person who has been convicted of a felony or a violation of a state or federal statute prohibiting the unlawful possession, sale or distribution of narcotic drugs or prescription drugs. Further, no

special permit for an ~~RMD~~ ***MTC*** shall be issued to a business or nonprofit corporation in which an owner, shareholder, member, officer, manager, or employee has been convicted of a violation of a felony or a state or federal statute prohibiting the unlawful possession, sale or distribution of narcotic drugs or prescription drugs.

E. No special permit for an ~~RMD~~ ***MTC*** shall be issued to a person who has been convicted of a violation of MGL c. 119, § 63 or MGL c. 272, § 28. Further, no special permit for an ~~RMD~~ ***MTC*** shall be issued to a business or nonprofit corporation in which an owner, shareholder, member, officer, manager, or employee has been convicted of a violation of MGL Chapter 119, Section 63 or Massachusetts General Law Chapter 272, Section 28.

F. No ~~RMD~~ ***MTC*** shall be located within 100 feet of a residential zoning district.

G. No ~~RMD~~ ***MTC*** shall be located within 500 feet of any of the following:

(1) Any school attended by children under the age of 18, any day-care center, or any other facility where children commonly congregate, such as, but not limited to, playgrounds, athletic fields, or other similar facilities;

(2) Any drug or alcohol rehabilitation facility;

(3) Any correctional facility, half-way house; or similar facility; or

(4) Any other ***MTC*** ~~RMD~~.

H. No smoking or burning of marijuana or marijuana-related products shall be permitted on the premises of an ***MTC*** ~~RMD~~.

I. No ~~RMD~~ ***MTC*** shall be located inside a building containing residential units, including transient housing such as motels and dormitories, or inside a movable or mobile structure such as a van or truck.

J. Signage for an ~~RMD~~ ***MTC*** shall be limited to one exterior sign which shall not be directly illuminated and shall otherwise comply with the dimensional requirements of the underlying zoning district, and the applicable regulations promulgated by the ~~DPH~~ ***Cannabis Control Commission*** in ***935 CMR 500.105*** ~~105 CMR 725.105~~.

K. All ~~RMDs~~ ***MTCs*** shall provide the SPGA with the name, phone number and email address of an on-site community relations staff person designated by the ~~RMD~~ ***MTC*** to be contacted by Town officials in the event of any operating problems associated with the ***MTC*** ~~RMD~~.

L. All employees of ***a MTC*** ~~an RMD~~ shall be at least 18 years of age.

M. No one under the age of 18 years old shall be permitted on the premises of an ~~RMD~~ ***MTC*** during hours of operation unless that person is a qualified patient or caregiver with a valid registration card as set forth in ~~DPH~~ ***Cannabis Control Commission*** regulations, ***935 CMR 500.000*** ~~105 CMR 725.000~~ et seq.

5.16.6 ~~RMD~~ ***MTC*** special permit requirements.

A. Special permits granted under this Section 5.16 shall be limited to the applicant for the duration of the applicant's ownership and/or use of the premises as ***a MTC*** ~~an RMD~~. A special permit may be transferred only upon approval of the SPGA in the form of an amendment to the special permit pursuant to all applicable provisions of MGL c. 40A and the Town's zoning bylaws.

B. A special permit for an ~~RMD~~ ***MTC*** may be limited to one or more of the following uses that shall be prescribed by the special permit granting authority:

(1) Cultivation of marijuana for medical use (horticulture);

(2) Processing and packaging of marijuana for medical use, including marijuana that is in the form of smoking materials, food products, oils, aerosols, ointments, and other products;

(3) Retail sale or distribution of marijuana for medical use to qualifying patients;

(4) Wholesale sale of marijuana for medical use to other ~~RMDs~~ ***MTCs*** as permitted by the ~~DPH~~ ***Cannabis Control Commission*** regulations found in ~~105 CMR 725.000~~ ***935 CMR 500.000 et seq***.

C. In addition to the application requirements set forth in this section and § 6.4B of the

zoning bylaws, a special permit application for an ~~RMD~~ ***MTC*** shall include the following:

(1) A statement from the applicant under oath, setting forth the following information:

(a) The name and address of each owner, manager, member, partner and employee of the ***MTC*** ~~RMD~~, and a certification that the application conforms is to § 5.16.5 above;

(b) The source of all marijuana that will be sold or distributed at the ***MTC*** ~~RMD~~;

(c) The source of all marijuana that will be cultivated, processed, and/or packaged at the ***MTC*** ~~RMD~~;

(d) The quantity of marijuana that will be cultivated, processed, packaged, sold and/or distributed at the ***MTC*** ~~RMD~~; and

(e) If marijuana is to be cultivated, processed, and/or packaged at the ***MTC*** ~~RMD~~, the name and address of each purchaser of said marijuana.

(2) A copy of the applicant's current Articles of Organization or Articles of Incorporation, a current Certificate of Legal Existence, from the Secretary of the ***C***ommonwealth, and the most recent annual report; if the applicant is a public agency, evidence of the agency's authority to engage in the development and operation of the ~~RMD~~ ***MTC*** as proposed in the application;

(3) Copies of all licenses and permits issued by the Commonwealth of Massachusetts and any of its agencies for the ***MTC*** ~~RMD~~;

(4) Evidence of the applicant's right to use the site of the ***MTC*** ~~RMD~~ as ***a MTC*** ~~an~~ ~~RMD~~, such as a deed, lease, or purchase and sale agreement;

(5) If the applicant is a business organization, a statement under oath disclosing all of its owners, shareholders, partners, members, managers, directors, officers, or other similarly-situated individuals and entities. If any of the above are entities rather than persons, the applicant must disclose the identity of the owners of such entities until the disclosure contains the names of individuals;

(6) A market study demonstrating sufficient demand for the marijuana for medical use proposed to be sold or distributed by the ***MTC*** ~~RMD~~;

(7) Proposed security measures for the ***MTC*** ~~RMD~~, including lighting and alarms, to ensure the safety of persons and to protect the premises from theft in accordance with ***Cannibis Control Commission regulations in*** ~~105 CMR 725.110~~ ***935 CMR 500.110, Security Requirements for Marijuana Establishments***.

(8) Resume(s) of the applicant and all members of the ***MTC's*** ~~RMD's~~ management, including company history, references, and relevant experience

5.16.7 Required findings.

The SPGA may issue a special permit for *a MTC* ~~**an RMD**~~ **upon finding that:**

A. The ***MTC*** ~~RMD~~ is designed to minimize any adverse visual or economic impacts on abutters and other parties in interest, as defined in MGL c. 40A, § 11;

B. The project is compatible with the immediately surrounding uses. In determining same, the special permit granting authority shall consider how the proposed use fits in with the surrounding uses, and shall consider traffic impacts, pedestrian safety impacts, odor(s), and noise impact(s).

C. The ***MTC*** ~~RMD~~ is fully permitted ***or licensed*** by all applicable agencies within the Commonwealth of Massachusetts and is in compliance with all applicable state laws and regulations;

D. In the case of retail sale or distribution, the ***MTC*** ~~RMD~~ is serving a measurable demand for marijuana for medical use that is currently unmet within the municipality;

E. The applicant has not provided materially false documents or testimony; and

F. The applicant has satisfied all of the conditions and requirements of this bylaw.

5.16.8 Annual reporting.

Every *MTC* ~~**RMD**~~ **permitted under this bylaw shall, as a condition of its special permit, file an annual report to the special permit granting authority and the Town Clerk no later than January 31, providing a copy of all current applicable state licenses for the** *MTC* ~~**RMD**~~ **and/or its owners, and certifying that answers to each of the questions set forth under § 5.16.6C of this bylaw for the preceding calendar year, as well as the** *MTC* ~~**RMD's**~~ **good faith estimate of the same information for the ensuing calendar year.**

5.16.9 Waivers.

A waiver of strict compliance from these rules and regulations may be granted if the SPGA determines that such a waiver is in the public interest and not inconsistent with the Zoning Bylaw. All requests shall identify the provision or provisions of the regulations from which relief is sought. The request shall also include a statement explaining why the applicant thinks that granting a waiver would be in the public interest and not inconsistent with the purpose and intent of these rules and regulations and Zoning Bylaw.

5.16.10 Violations.

Any violation of this Section 5.16, the special permit issued hereunder, or any suspension or revocation of any license or permit issued by the Commonwealth of Massachusetts for the *MTC* ~~**RMD**~~ **shall be grounds for revocation or suspension of the special permit issued under this Section 5.16 in accordance with MGL c. 40A as may be applicable.**

ZONING

250 Attachment 1

Town of Ashburnham

Schedule of Use Regulations
[Amended 10-30-2018 STM by Art. 9; 5-3-2022 ATM by Art. 24; 5-2-2023 ATM by Art. 27]

KEY:

Y	(Yes)	Use permitted as of right
SP	(Special Permit)	Use allowed as an exception under special permit by the *Select Board,* Board of Appeals or Planning Board
N	(No)	Use prohibited

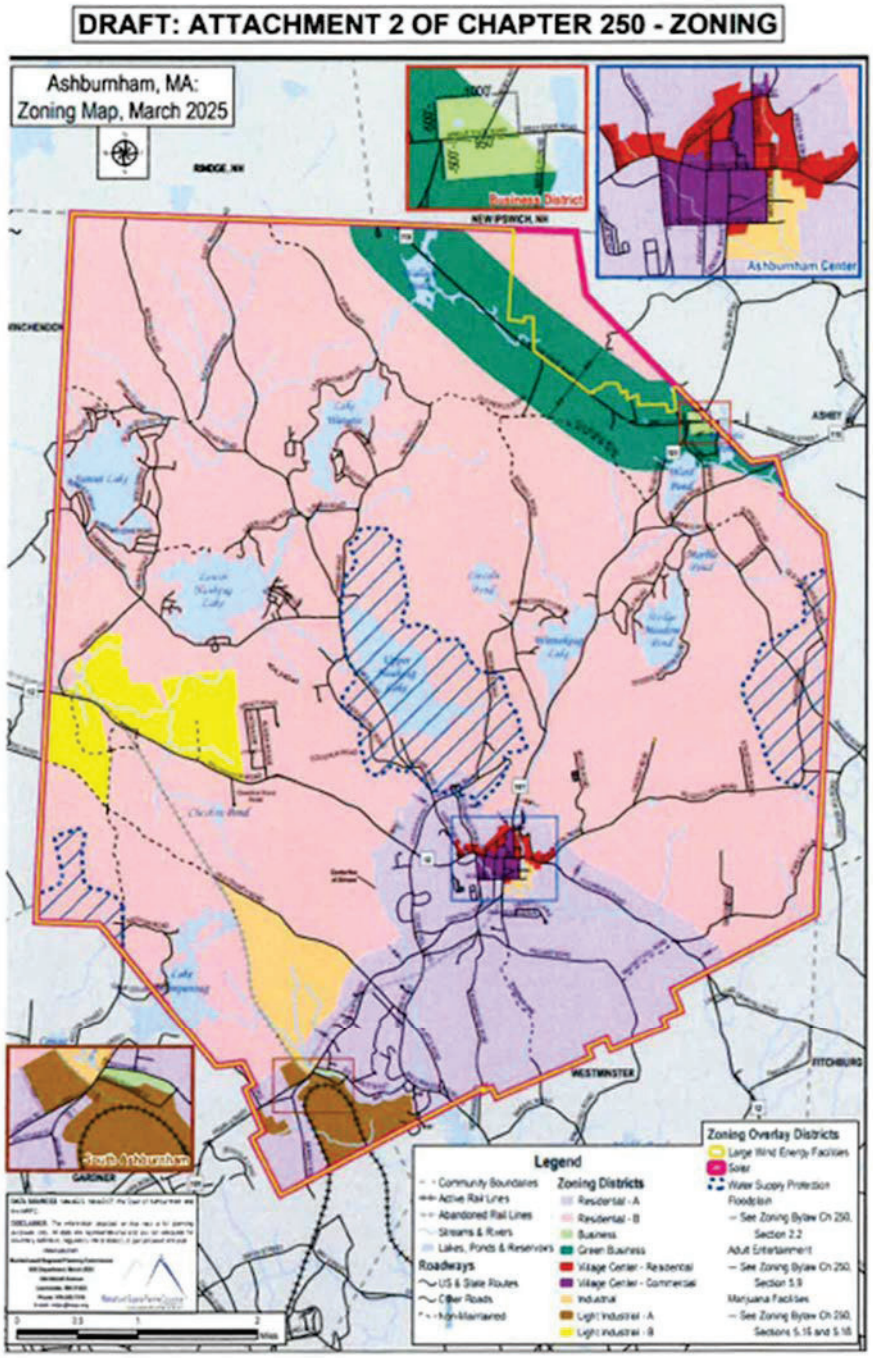
Use	R-A	R-B	G-B	LI-A	LI-B	B	VC-C	VC-R	I	WSP
3.1.2.1 Public, Semi-Public and Institutional										
a. Church or other place of worship, parish house, rectory, convent, and other religious institutions	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Schools, public, private, religious, sectarian, or denomination	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Colleges or junior colleges and buildings accessory thereto.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
d. Nursery school or other use for the care of children or a privately organized camp.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
e. Library, museum or civic center	SP	SP	SP	N	N	SP	Y	Y	N	N
f. Public buildings and premises for government use	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
g. Public utility buildings and structures	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
h. Hospital, sanitarium, nursing, rest or convalescent home, charitable institution or other non-correctional use	SP	SP	N	N	N	Y	SP	N	N	N
i. Flood control or water supply use	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

ASHBURNHAM CODE

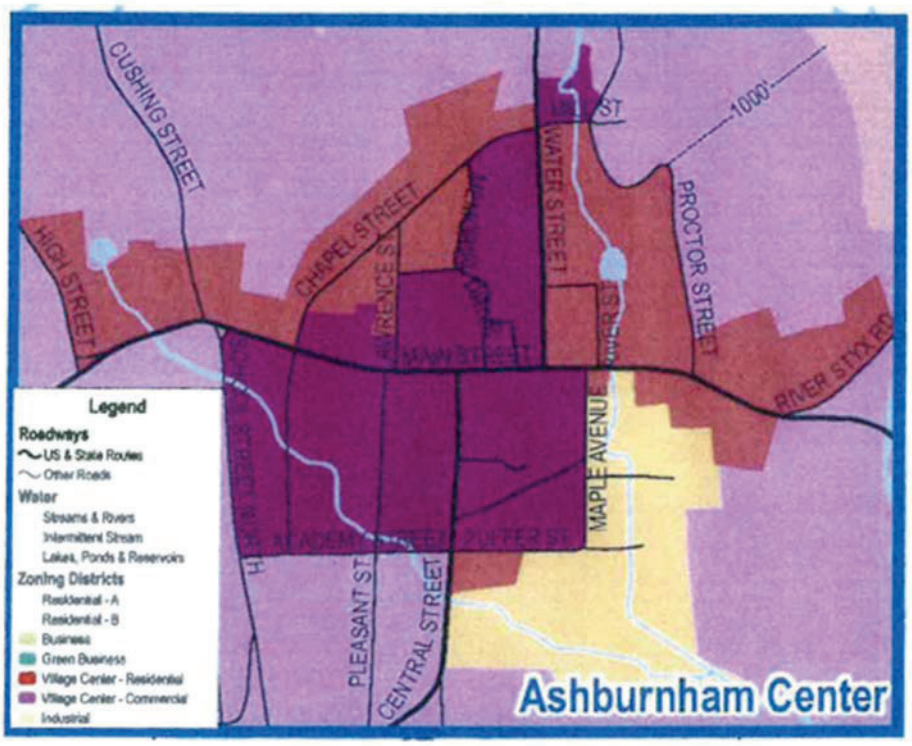
Use	R-A	R-B	G-B	LI-A	LI-B	B	VC-C	VC-R	I	WSP
j. Country or tennis club, or other nonprofit social, civic, or recreational lodge or club, but not including any use, the principal activity of which is one customarily conducted as a business	SP	SP	SP	N	SP	SP	SP	N	SP	SP
k. Conservation or preservation of land or water-bodies in an essentially natural condition	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
l. Cemetery	SP	SP	SP	N	N	N	N	N	N	N
m. Road and/or railroad	Y	Y	SP	Y	Y	Y	Y	Y	Y	SP
3.1.2.2 Residence										
a. Single-family detached dwelling other than a mobile home	Y	Y	Y	N	N	SP	N	Y	SP	Y
b. Conversion of a single-family dwelling existing prior to the adoption of this bylaw to accommodate not more than two families	SP	SP	SP	SP	SP	SP	Y	SP	SP	SP
c. Cellar hole or basement area used as a dwelling for not more than two years	Y	Y	N	N	N	N	N	N	SP	SP
d. Two-family or semidetached dwelling	SP	SP	N	N	N	SP	N	SP	SP	SP
e. Mobile home park not including mobile home sales except to renters of lots within the park	N	SP	N	N	N	N	N	N	N	N
f. Family-type campground	N	SP	SP	N	N	N	N	N	N	N
g. Mobile home used as a dwelling within a mobile home park	N	Y	N	N	N	N	N	N	N	N
h. Renting of one or two rooms with or without the furnishing of board by a resident family to not more than three nontransient persons	Y	Y	N	N	N	SP	SP	SP	SP	SP
i. Professional office or studio of a resident physician, dentist, attorney, architect, artist, musician, engineer, or other member of a recognized profession	Y	Y	Y	SP	SP	Y	Y	Y	Y	SP

ZONING

Use	R-A	R-B	G-B	LI-A	LI-B	B	VC-C	VC-R	I	WSP
j. Customary home occupation conducted on the premises by a resident of the premises, provided that not more than one full-time employee, or equivalent thereof, excluding immediate family, is employed therein in connection with such use and that there is no exterior storage of material or equipment and no display of products visible from the street. See definition of "customary home occupation" in Zoning Section 1.3	Y	Y	Y	SP	SP	Y	Y	Y	SP	SP
k. Accessory use	Y	Y	Y	Y	Y	Y	Y	Y	Y	SP
l. Assisted elderly or supportive housing	SP	SP	N	N	N	SP	SP	SP	N	N
~~m. Accessory dwelling unit within an existing or new owner-occupied, single-family dwelling when the conditions outlined in § 5.12.3A(1) through (9) have been met~~	~~SP~~	~~SP~~	~~SP~~	~~N~~	~~N~~	~~N~~	~~SP~~	~~SP~~	~~N~~	~~N~~
~~n. Accessory dwelling unit in a detached structure on a single-family home lot only when the conditions outlined in § 5.12.3A(1) through (9) have been met~~	~~SP~~	~~SP~~	~~SP~~	~~N~~	~~N~~	~~N~~	~~SP~~	~~SP~~	~~N~~	~~N~~
m. Protected Use ADU	***Y***	***Y***	***Y***	***SP***	***SP***	***Y***	***SP***	***Y***	***Y***	***Y***
n. More than one (1) accessory dwelling unit on a lot	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***
o. Use of a accessory dwelling unit as a short-term rental	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***	***SP***
p o. Multifamily dwellings above nonresidential use (up to 3 dwelling units)	N	N	N	N	N	Y	Y	N	N	N
q p. Multifamily dwellings above nonresidential use (4 or more dwelling units)	N	N	N	N	N	SP	SP	N	N	N
r q. Three-family homes (except as allowed under Section 5.10, Open Space Residential Development)	N	N	N	N	N	N	SP	N	N	N
s r. Multifamily Dwellings (4 or more dwellings, except as allowed under Section 5.10, Open Space Residential Development)	N	N	N	N	N	N	SP	N	N	N

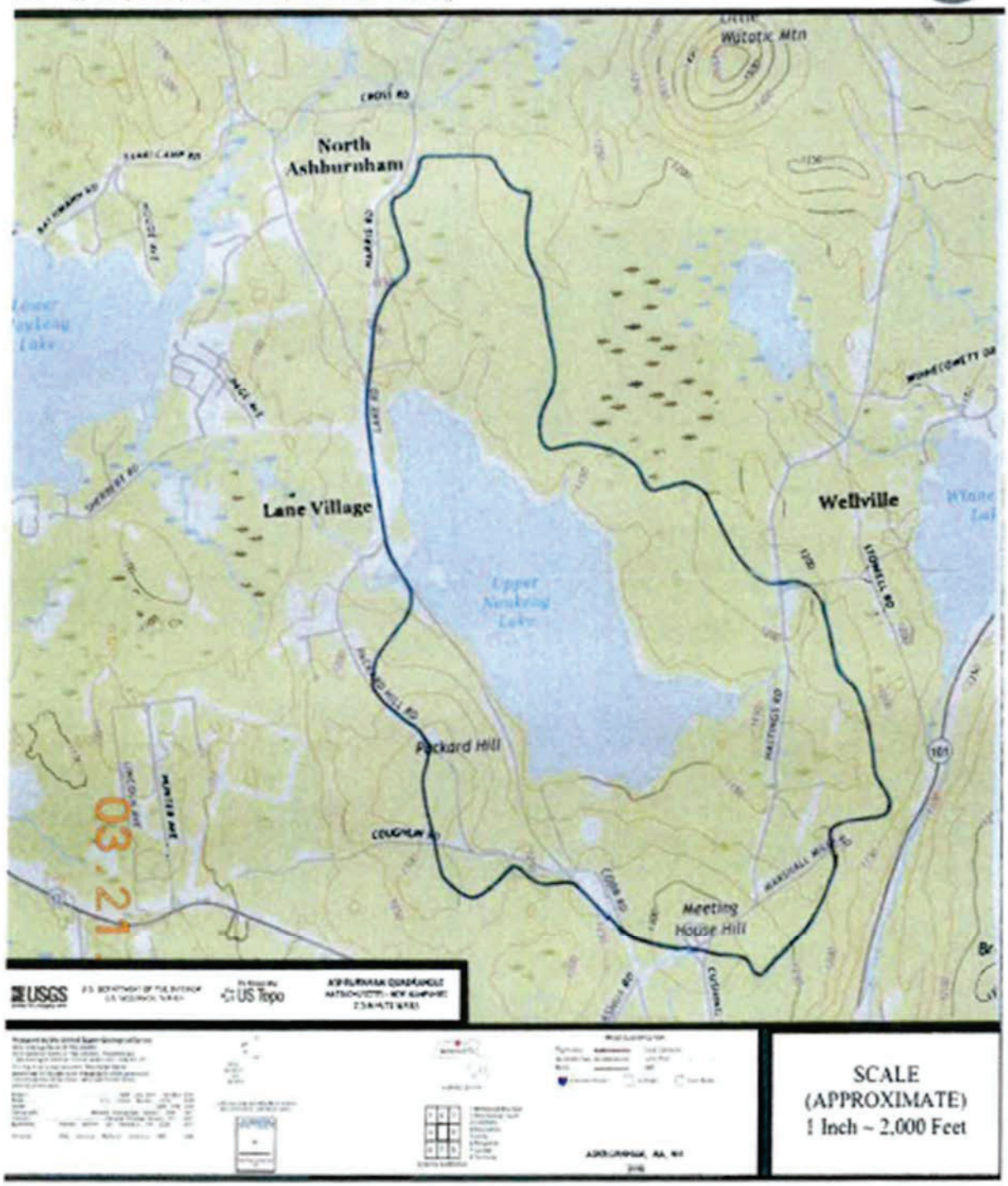

DRAFT: ATTACHMENT 2 OF CHAPTER 250 - ZONING
Ashburnham, MA:
Zoning Map, March 2025
Business District
Ashburnham Center
South Ashburnham
Legend
Community Boundaries
Active Rail Lines
Abandoned Rail Lines
Streams & Rivers
Lakes, Ponds & Reservoirs
Roadways
US & State Routes
Other Roads
Non-Maintained
Zoning Districts
Residential - A
Residential - B
Business
Green Business
Village Center - Residential
Village Center - Commercial
Industrial
Light Industrial - A
Light Industrial - B
Zoning Overlay Districts
Large Wind Energy Facilities
Solar
Water Supply Protection
Floodplain
– See Zoning Bylaw Ch 250, Section 2.2
Adult Entertainment
– See Zoning Bylaw Ch 250, Section 5.9
Marijuana Facilities
– See Zoning Bylaw Ch 250, Sections 5.15 and 5.16
WESTMINSTER
FITCHBURG
GARDNER

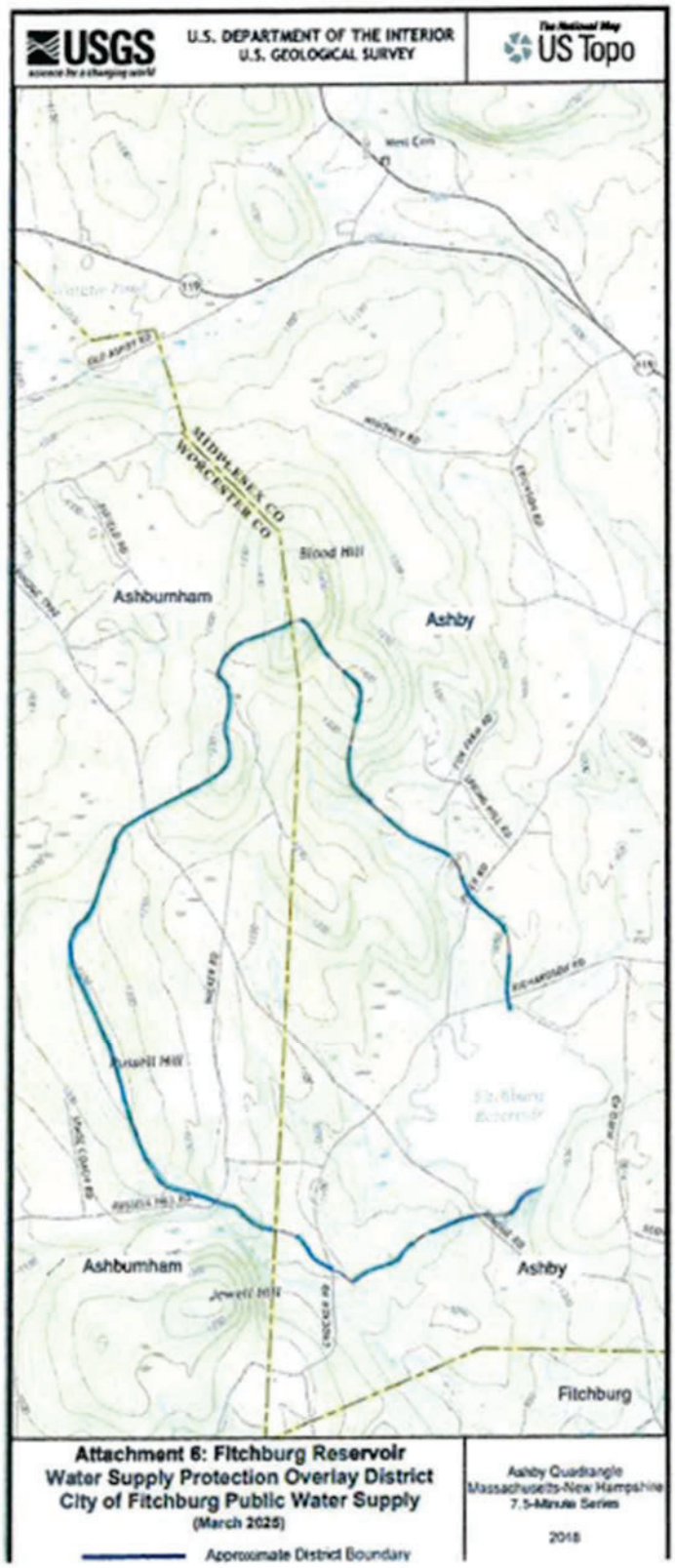
DRAFT: ATTACHMENT 3 OF CHAPTER 250 - ZONING

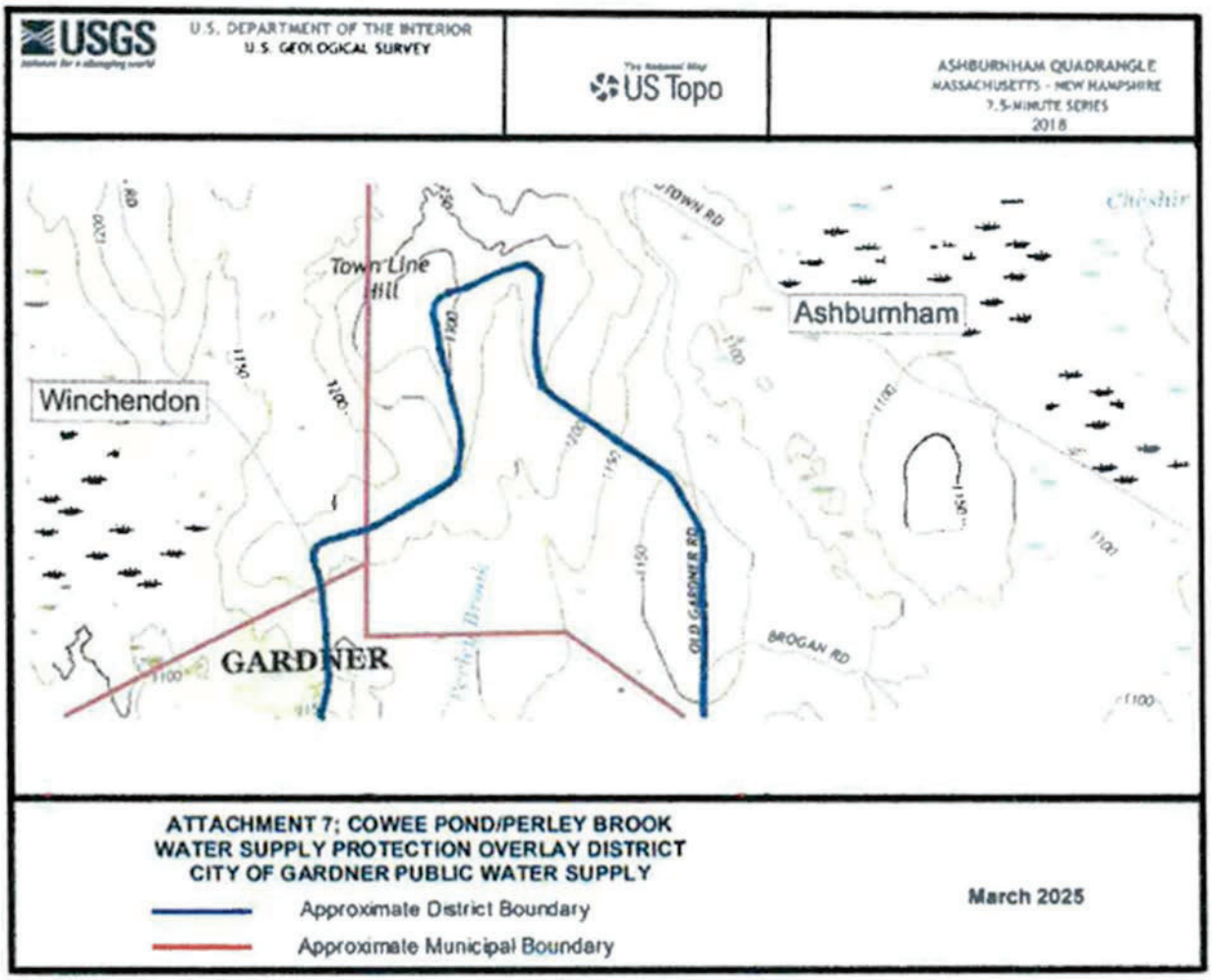


Attachment 5: Upper Naukeag Lake Water Supply Protection Overlay District
May 3, 2022

District Boundary (Approximate)




USGS
U.S. DEPARTMENT OF THE INTERIOR
U.S. GEOLOGICAL SURVEY
US Topo
MIDDLESEX CO
WORCESTER CO
Blood Hill
Ashburnham
Ashby
Ashburnham
Ashby
Fitchburg
Attachment 6: Fitchburg Reservoir
Water Supply Protection Overlay District
City of Fitchburg Public Water Supply
(March 2025)
Approximate District Boundary
Ashby Quadrangle
Massachusetts-New Hampshire
7.5-Minute Series
2018



And you are hereby directed to serve this warrant in accordance with the provisions of Section 3,
Chapter II of the Town By-Laws by posting attested copies at the U.S. Post Office, Library, Public Safety Building, and Town Hall thereof as therein provided.

Hereof fail not and make do return of this Warrant with your doings thereon, to the Town Clerk on or before the said day and hour of meeting.

Given under our hands this 14th day of April 2025.

SELECT BOARD OF THE TOWN OF ASHBURNHAM

WORCESTER, SS

TO THE CONSTABLES OF THE TOWN OF ASHBURNHAM, IN WORCESTER COUNTY,

GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, YOU ARE HEREBY DIRECTED TO NOTIFY AND WARN THE INHABITANTS OF SAID TOWN QUALIFIED TO VOTE IN ELECTIONS AND TOWN AFFAIRS TO MEET AT OAKMONT REGIONAL HIGH SCHOOL AUDITORIUM, OAKMONT DRIVE, ASHBURNHAM, MA 01430 ON

MONDAY, THE TWENTY-SEVENTH OF OCTOBER 2025

BEGINNING AT 7:00 P.M.

THEN AND THERE TO VOTE ON THE FOLLOWING ARTICLES AND RESOLUTIONS:

ARTICLE 1. Amend Chapter 250, Bylaws, part 3, section 3.2.4, Floodplain District Zoning

To see if the Town will vote to amend Chapter 250 (Zoning Bylaws), Part 3 (Use Regulations), Section 3.2.4 (Floodplain District requirements) to conform to recently enacted changes to Federal law by adding the following sentence to the end of Section 3.2.4 I (Variances to building code floodplain standards), or take any action relative thereto:

Note: Changes/additions are in *BOLD ITALIC*.

I. Variances to building code floodplain standards

The Zoning Enforcement Officer shall request from the State Building Code Appeals Board a written and/or audible copy of the portion of any hearing related to the State's issuance of a variance from the State's Building Code floodplain standards, and will maintain this record in the community's files.

Where applicable, the Zoning Enforcement Officer also shall issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that (i) the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as $25 for $100 of insurance coverage and (ii) such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

Further, a variance from these floodplain regulations must meet the requirements set forth under State law, and may only be granted if: 1) Good and sufficient cause and exceptional non-financial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief.

Explanation: The MA Department of Conservation & Recreation (DCR)/Flood Hazard Management Program (FHMP) is the State Coordinating Agency of the National Flood Insurance Program (NFIP) in Massachusetts. The Town has been notified by DCR/FHMP that a new Flood Insurance Rate Map (FIRM) and Flood Insurance Study (FIS) has been prepared by FEMA, each of which became effective on July 8, 2025. As s

uch, FEMA-mandated updates to municipal floodplain-related bylaws approved by the DCR/FHMP need to be approved by that date. The sentence to be added via Article 1 was inadvertently omitted from the floodplain-related warrant articles approved at the Annual Town Meeting on May 6, 2025. If the change is not approved, the Town will be suspended from the National Flood Insurance Program (NFIP).

- *Requested by the Planning Board*

ARTICLE 2. Adopt New MBTA Communities Multi-family Overlay District

To see if the Town will vote to amend, as set forth below, the Town's Zoning Bylaw, Chapter 250 and the Town's Official Zoning Map to comply with revisions to Section 3A of The Zoning Act, aka The MBTA Communities Act, as follows, or take any action relative thereto:

Note: Changes/additions are in *BOLD ITALIC.* Deletions are noted by a ~~STRIKE-THROUGH~~.

CHAPTER 250 ZONING

1. Amend Section 1.3.1 Terms defined, by adding the following definitions, alphabetically:
   Applicant. A person, business, or organization that applies for a Building Permit, Site Plan Review, or Special Permit.
   By right. Development that may proceed under the Zoning in place at time of application without the need for a special permit, variance, zoning amendment, waiver, or other discretionary zoning approval.
   Multi-Family Dwelling. A building or buildings on a single lot containing three or more dwelling units as the exclusive principal use.
   Two-Family Dwelling. A detached residential building designed or intended or used exclusively as the residence of two families. A two-family dwelling shall not include a detached single-family dwelling with an accessory apartment.

   Amend Section 2.1A Types of Districts, by adding "MFOD Multi-Family Overlay District" to the list of districts as follows in bold:

   R-A Residential

   R-B Residential

VC-C	Village Center Commercial
VC-R	Village Center Residential
B	Business
G-B	Green Business
I	Industrial
LI-A	Light Industrial
LI-B	Light Industrial
WSP	Water Supply Protection (Overlay) District
FDPL	Floodplain (Overlay) District
LWEF	Large Wind Energy Facilities (Overlay) District
SLR	Solar (Overlay) District
MFOD	*Multi-Family Overlay District*

2. Amend Section 2.1 Types of districts, by adding the following language under a new subsection F:

   F. The Multi-Family Overlay District is intended to foster residential and mixed-use development adjacent to the downtown business district at sufficient density to promote a walkable, successful downtown business district.

3. Amend Section 2.2A and B Location of districts, by adding "MFOD" to the list of districts in Section 2.2A whose location is shown on the official zoning map, and by replacing the words "March 2025" with "October 2025" in Sections 2.2A and B, as follows with deletions stricken through and additions in bold:

   A. *Districts R-A, R-B, VC-C, VC-R, B, G-B, I, LI-A, LI-B, WSP, FDPL, LWEF, ~~and~~ SLR and MFOD* are located and bounded as shown on a map entitled "Zoning Map of

   B. Ashburnham, Massachusetts", dated ~~March 2025~~ *October 2025,* and on in the

   C. file as subsequently amended offices of the Town Clerk and the Zoning .

   D. Enforcement Officer...

   E. The Water Supply Protection (WSP) Overlay District includes all lands within the Town of Ashburnham lying within the watershed of the Upper Naukeag Lake reservoir, a public water supply for the Towns of Ashburnham and inchendon. This overlay district also includes the portions of watershed

lands in Ashburnham that are tributary to the Fitchburg Reservoir (a City of Fitchburg public water supply) and Cowee Pond/Perley Brook (a City of Gardner public water supply). The WSP Overlay District, as referenced above, is located and bounded as shown on maps provided herein and on file with the Zoning Enforcement Officer, entitled "Zoning Map of Ashburnham, Massachusetts" dated ~~March 2025~~ *October 2025*. For Upper Naukeag Lake, the district also is shown on the "Water Supply Protection Overlay District Map" dated 3 May 2022 and presented herein as Attachment 5, which is based on the 2018 U.S. Geological Survey (USGS) 7.5-Minute Series Topographic Map for Ashburnham Quadrangle. For the Fitchburg Reservoir and Cowee Pond/Perley Brook, the districts also are shown on the maps entitled "Fitchburg Reservoir Water Supply Protection Overlay District" dated March 2025, and the "Cowee Pond/Perley Brook Water Supply Protection Overlay District" dated March 2025, presented herein as Attachments 6 and 7, respectively, each of which is based on the 2018 U.S. Geological Survey (USGS) 7.5- Minute Series Topographic Maps of the Ashburnham and Ashby Quadrangles, respectively.

4. Amend Section 3.1.2, the Key for the Schedule of Use Regulations, by adding the following row below the entry for 'N':
   U (Underlying) Use status determined by the underlying zoning district

5. Amend Section 3.1.2, the Schedule of Use Regulations, by adding the following column for the MFOD after the "VC-R" column:

Use	*MFOD*
3.1.2.1 Public, Semi-Public and Institutional	
a. Church or other place of worship, parish house, rectory, convent, and other religious institutions	*U*
b. Schools, public, private, religious, sectarian, or denomination	*U*
c. Colleges or junior colleges and buildings accessory thereto.	*U*
d. Nursery school or other use for the care of children or a privately organized camp.	*U*
e. Library, museum or civic center	*U*
f. Public buildings and premises for government use	*U*
g. Public utility buildings and structures	*U*
h. Hospital, sanitarium, nursing, rest or convalescent home, charitable institution or other non- correctional use	*U*

i. Flood control or water supply use	*U*
j. Country or tennis club, or other nonprofit social, civic, or recreational lodge or club, but not including any use, the principal activity of which is one customarily conducted as a business	*U*
k. Conservation or preservation of land or water-bodies in an essentially natural condition	*U*
l. Cemetery	*U*
m. Road and/or railroad	*U*
3.1.2.2 Residence	
a. Single-family detached dwelling other than a mobile home	*U*
b. Conversion of a single-family dwelling existing prior to the adoption of this bylaw to accommodate not more than two families	*Y*
c. Cellar hole or basement area used as a dwelling for not more than two years	*N*
d. Two-family or semidetached dwelling	*SP*
e. Mobile home park not including mobile home sales except to renters of lots within the park	*N*
f. Family-type campground	*N*
g. Mobile home used as a dwelling within a mobile home park	*N*
h. Renting of one or more rooms with or without furnishing of board by a resident family to not more than three non-transient persons	*Y*
i. Professional office or studio of a resident physician, dentist, attorney, architect, artist, musician, engineer, or other member of a recognized profession	*Y*
j. Customary home occupation conducted on the premises by a resident of the premises, provided that not more than one full-time employee, or equivalent thereof, excluding immediate family, is employed therein in connection with such use and that there is no exterior storage of materials or equipment and no display of products visible from the street. See definition of “customary home occupation” in Zoning Section 1.3	*Y*
k. Accessory use	*Y*

l. Assisted elderly or supportive housing	*Y*
m. Protected Use ADU	*U*
n. More than one (1) accessory dwelling unit on a lot	*U*
o. Use of an accessory dwelling unit as a short-term rental	*U*
p. Multifamily dwellings above nonresidential use (up to 3 dwelling units)	*Y*[1]
q. Multifamily dwellings above nonresidential use (4 or more dwelling units)	*Y*[1]
r. Three-family homes (except as allowed under Section 5.10, Open Space Residential Development)	*Y*[1]
s. Multifamily Dwellings (4 or more dwellings, except as allowed under Section 5.10, Open Space Residential Development)	*Y*[1]
3.1.2.3 Agriculture	
a. Farm, including cultivation and tillage of the soil; the production, cultivation, growing, harvesting, and preparation for market or storage of any agricultural, floricultural, or horticultural commodities; the keeping of bees; and forestry or lumbering operations	*U*
Parcels less than five acres	*U*
Parcels of five acres or larger	*U*
b. Farm, including dairying, the raising, breeding, keeping and preparing for market or storage of livestock, cattle, poultry, swine, and other domesticated animals used for food purposes, and fur-bearing animals	*U*
Parcels less than five acres	*U*
Parcels of five acres or larger	*U*
c. room or stand for the display or sale of agricultural or horticultural products, the major portion of which is grown or produced on the premises by a resident proprietor	*U*
d. Seasonal farm stand, nonexempt	*U*
3.1.2.4 Business	
a. Retail store distributing merchandise to the general public	*U*
a.1 Adult entertainment establishments, as defined in Section 5.9	*U*

b. Craft, consumer, professional, personal or commercial service establishment dealing directly with the general public	*U*
c. Office or agency for nonresident business or professional use	*U*
d. Bank or other financial institution	*U*
e. Drive-up bank or other financial institution	*U*
f. Restaurant, tavern or other establishment providing food and beverage within a building	*U*
g. Outdoor seating associated with restaurants, taverns or other establishment providing food or beverage (subject to applicable licensing requirements)	*U*
h. Restaurant or other establishment providing food, beverages, and live entertainment within a building	*U*
i. Pushcart food vendor	*U*
j. Drive-in or open-air restaurant or other establishment providing food and beverages with no live or mechanical entertainment. No drive- through restaurants allowed in VC-C District.	*U*
k. Sales facility for motor vehicles, trailers, mobile homes, boats, farm implements or machinery with repair services and storage permitted	*U*
l. Service station and/or repair garage for motor vehicles, not including auto body, welding or soldering shop	*U*
m. Gas station with convenience store	*U*
n. Auto body, welding or soldering shop	*U*
o. Commercial greenhouse	*U*
p. Undertaking establishment or funeral home	*U*
q. Animal or veterinary hospital.	*U*
r. Commercial sale, care, breeding or boarding of dogs, cats, or other domestic pets	*U*
s. Drive-in or open-air business other than a restaurant and appurtenant buildings or structures	*U*
t. Storage of construction equipment and building material	*U*
u. Bed-and-breakfast	*U*
v. Hotel, motel, or overnight cabins	*U*

w. Commercial indoor amusement or recreation place, or place of assembly. A maximum of two movie screens shall be allowed in the VC-C District	*U*
x. Commercial outdoor amusement or recreation place not including an outdoor movie theatre	*U*
y. Wireless communication facilities and towers	*U*
z. Self-storage facilities, with no outdoor storage allowed	*U*
aa. Art galleries	*U*
bb. Outdoor farmers market	*U*
cc. Marijuana, retail	*U*
dd. Marijuana, growing	*U*
ee. Marijuana, processing	*U*
ff. Marijuana, testing	*U*
3.1.2.5 Wholesale and Industry	
a. Freight and terminal or storage warehouse	*U*
b. Wholesale warehouse, including office or showroom facilities	*U*
c. Passenger station	*U*
d. Airport or heliport	*U*
e. Light industrial use, including manufacturing, processing, fabrication, assembly, packaging and storage	*U*
f. Excavation, processing and storage of soil, loam, sand, gravel, rock and other mineral deposits	*U*
g. Reclamation, processing, storage and sale of scrap materials	*U*
3.1.2.6 Scientific Research and Development	
a. Activities connected with scientific research or scientific development or related production	*U*
b. Accessory use necessary in connection with scientific research, scientific development, or related production	*U*
3.1.2.7 Wind Energy Facilities	
a. Large wind energy facilities, only when the requirements and conditions of Section 5.13 have been met	*U*
b. Small wind energy systems *Allowed by-right (Y) only when the criteria and requirements of Section 5.14 have been met. Otherwise, such systems shall be allowed only by a special permit, per § 5.14.4B.	*U*

6. Amend Section 3.1.2, Schedule of Use Regulations, to add the following note after the table:

1. *In the Multi-Family Overlay District, multi-family residential uses at a density of greater than 17 units per acre shall require a Special Permit from the Planning Board.*

7. Amend Section 3.2, Special Conditions, by adding the following as a new section after Section 3.2.5:

3.2.6 Multi-Family Overlay District

A. The Planning Board may authorize construction of more than one building on a lot in the Multi-Family Overlay District by Site Plan Approval from the Planning Board.

B. Notwithstanding any other section of this Zoning Bylaw, no Development Rate Limitation shall apply to building permits for Multi-Family Dwellings issued in the Multi-Family Overlay District.

8. Amend Section 4.1.2 Schedule of Dimensional Regulations, by adding the following row above "I":

MFOD	*0*	*20*	*0 (3)*	*0*	*0*	*3*	*40*	*50*

9. Amend Section 4.1.2 Schedule of Dimensional Regulations, note (3) by adding the following language after "(VC-C)," in bold:

(3) In the Village Center Commercial District (VC-C) *and the Multi-Family Overlay District (MFOD)*, the following additional front yard provisions shall apply...

10. Amend Section 4.1.2 Schedule of Dimensional Regulations, note (3)(b) to read, with deletions stricken through and additions in bold:

The Planning Board may, by special permit, increase the *allowed* ~~required size of a~~ front yard setback in the Village Center Commercial (VC-C) and ~~Village Center Residential (VC R)~~ *Multi-Family Overlay (MFOD) Districts.*

11. Amend Section 5.3.2 Schedule of Minimum Off-Street Parking Requirements, Item A, to read, with deletions stricken through and additions in bold:

~~Two spaces per dwelling unit in all housing except that constructed for elderly persons of low income, which shall have 1.25 spaces per dwelling unit.~~

Two spaces per dwelling unit in all housing, except:

1. *Housing for elderly persons which includes an affordability restriction, shall have 1.25 spaces per dwelling unit.*

2. *Multifamily housing in the MFOD District in which eight (8) or more units utilize a shared parking facility shall have 1.5 spaces per dwelling unit.*

3. *Other housing which has been granted a special permit for reduced parking under Section 5.3.4 of this bylaw.*

12. Amend Section 5.3 Off-Street Parking and Loading Requirements by adding the Multi-Family Overlay Zoning Districts to the Title of 5.3.4 as follows, with deletions stricken through and additions in bold:

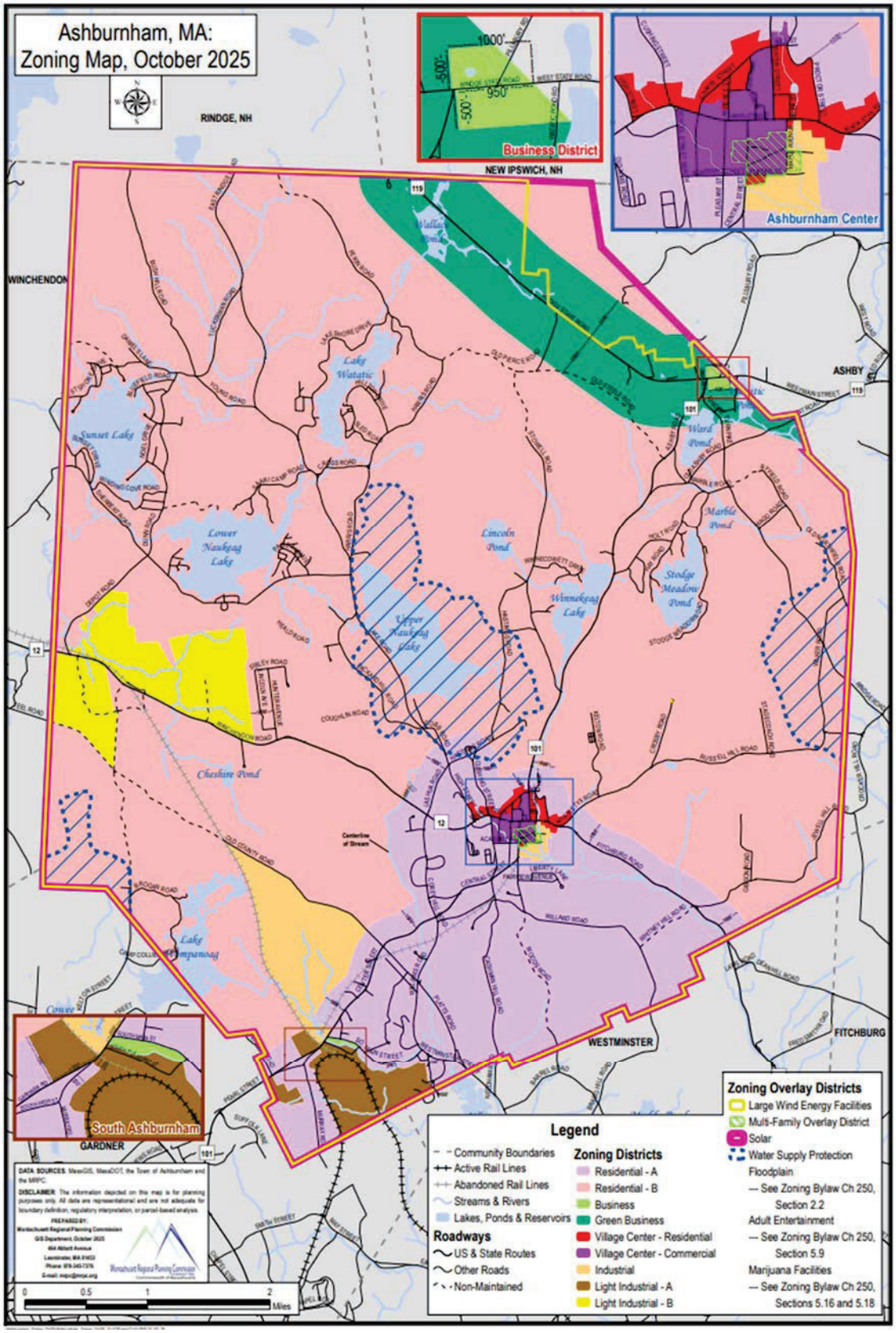
    5.3.4 Parking in Village Center*, Multi-Family Overlay Zoning Districts,* and in ~~p~~*P*lanned ~~u~~*U*nit ~~d~~*D*evelopments (PUD).

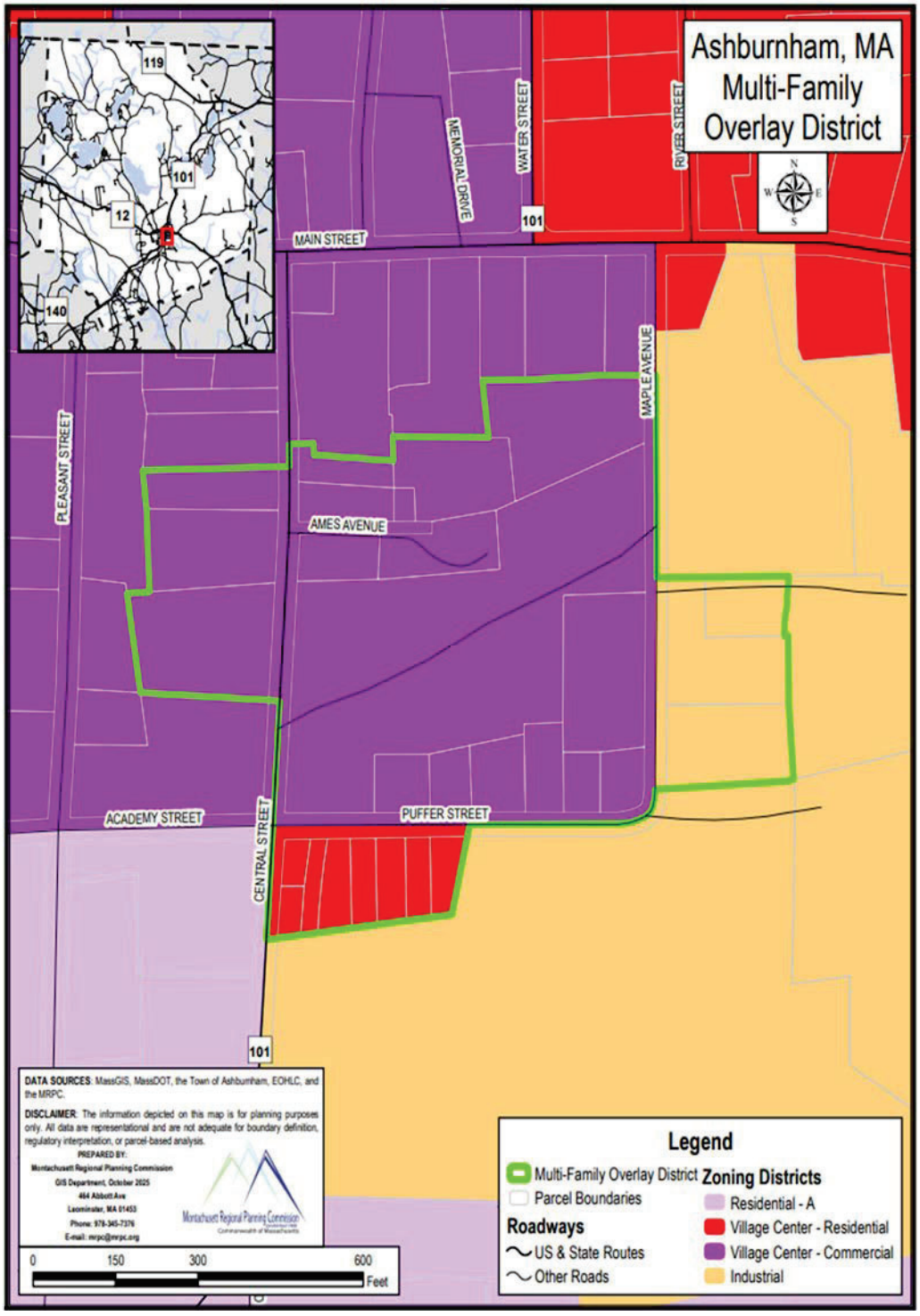
13. Amend Section 5.7.5 Contents of site plan, Item D, by adding the following language in bold:

    "A table with the following information:

    (1) Area of lot.
    (2) Area and size of building.
    (3) Maximum area of building to be used for selling offices, business, industrial or other uses if applicable.
    (4) Maximum number of employees where applicable.
    (5) Maximum seating capacity where applicable.
    (6) Maximum sleeping capacity where applicable.
    (7) Number of parking spaces required for the intended use, based on Section 5.3.
    (8) Number of parking spaces existing at the site (including street parking adjacent to site).
    (9) Number of residential units, if applicable."

14. Replace the Town's Official March 2025 Zoning Map, as referenced in Section 2.2 A of the Zoning Bylaw, with a new zoning map dated October 2025, which shows the Multifamily Overlay District (MFOD), as follows:


Ashburnham, MA:
Zoning Map, October 2025
RINDGE, NH
NEW IPSWICH, NH
Business District
Ashburnham Center
WINCHENDON
ASHBY
WESTMINSTER
FITCHBURG
GARDNER
South Ashburnham
Lake Watatic
Sunset Lake
Lower Naukeag Lake
Upper Naukeag Lake
Lincoln Pond
Winnekeag Lake
Ward Pond
Marble Pond
Stodge Meadow Pond
Cheshire Pond
Lake Dampsmoag
Legend
Community Boundaries
Active Rail Lines
Abandoned Rail Lines
Streams & Rivers
Lakes, Ponds & Reservoirs
Roadways
US & State Routes
Other Roads
Non-Maintained
Zoning Districts
Residential - A
Residential - B
Business
Green Business
Village Center - Residential
Village Center - Commercial
Industrial
Light Industrial - A
Light Industrial - B
Zoning Overlay Districts
Large Wind Energy Facilities
Multi-Family Overlay District
Solar
Water Supply Protection
Floodplain
— See Zoning Bylaw Ch 250, Section 2.2
Adult Entertainment
— See Zoning Bylaw Ch 250, Section 5.9
Marijuana Facilities
— See Zoning Bylaw Ch 250, Sections 5.16 and 5.18
DISCLAIMER: The information depicted on this map is for planning purposes only. All data are representational and are not adequate for boundary definition, regulatory interpretation, or parcel-based analysis.
0 0.5 1 2 Miles


Ashburnham, MA
Multi-Family
Overlay District
MAIN STREET
MEMORIAL DRIVE
WATER STREET
RIVER STREET
MAPLE AVENUE
PLEASANT STREET
AMES AVENUE
ACADEMY STREET
CENTRAL STREET
PUFFER STREET
101
119
12
140
N
S
E
W
DATA SOURCES: MassGIS, MassDOT, the Town of Ashburnham, EOHLC, and the MRPC.
DISCLAIMER: The information depicted on this map is for planning purposes only. All data are representational and are not adequate for boundary definition, regulatory interpretation, or parcel-based analysis.
PREPARED BY:
Montachusett Regional Planning Commission
GIS Department, October 2025
464 Abbott Ave
Leominster, MA 01453
Phone: 978-345-7376
E-mail: mrpc@mrpc.org
Montachusett Regional Planning Commission
0
150
300
600
Feet
Legend
Multi-Family Overlay District
Parcel Boundaries
Roadways
US & State Routes
Other Roads
Zoning Districts
Residential - A
Village Center - Residential
Village Center - Commercial
Industrial

Explanation:

Section 3A of The Zoning Act, aka The MBTA Communities Law, was adopted in January 2021. The purpose of this law is to encourage the production of multi-family housing by requiring MBTA communities, such as Ashburnham, to adopt zoning districts of reasonable size where multi-family housing is allowed by right, and that meet other requirements set forth in the statute. Such multi-family housing, for example, shall be without age restrictions and shall be suitable for families with children. For the purposes of this section, a district of reasonable size shall: (i) have a minimum gross density of 15 units per acre, subject to any further limitations imposed by Chapter 131, Section 40 and Title 5 of the State Environmental Code established pursuant to Chapter 21A, Section 13; and (ii) be located not more than 0.5 miles from a commuter rail station, subway station, ferry terminal or bus station, if applicable.

- *Requested by the Planning Board*

ARTICLE 3 Town Hall Exterior Building Assessment and Project Cost Estimates

To see if the Town will vote to transfer the sum of Fifty Thousand Dollars ($50,000) from Free Cash for use by the Town Administrator to fund an assessment of the Town Hall roof, cupola, and building envelope; and possible building repairs, in part, if remaining funds allow, or take any action relative thereto.

Explanation:

The Town previously engaged a contractor to perform temporary repairs and stabilize the cupola structure on the Town Hall building, which included the removal of the historic weathervane. During this process, the contractor identified structural concerns involving the roof and chimney, and recommended further investigation and repairs. To properly define the scope of work and ensure that any future repairs are carried out in a coordinated and prioritized manner, the Town must retain an architectural and engineering firm to conduct a comprehensive building envelope assessment. This funding request would support that assessment and enable the development of prioritized cost estimates for the phasing of potential projects. Given the historic significance of the structure and the identification of critical issues, it is essential that a thorough review be conducted. This will ensure that repairs are appropriately sequenced and prioritized to preserve the integrity of the building. Further, the assessment documentation may be helpful in seeking potential grant funding for the historic building.

- *Requested by the Town Administrator*

ARTICLE 4. Appropriation of Free Cash to replenish the Reserve Fund

To see if the Town will vote to transfer the sum of Thirty Thousand Dollars ($30,000) from Free Cash to the Reserve Fund to provide for extraordinary or unforeseen expenditures in

accordance with Massachusetts General Laws Chapter 40, Section 6, or take any action relative thereto.
Explanation:

The Town was awarded a $15,000 matching grant from the Mass Cultural Council to replace the furnace and complete additional weatherization work at the Stevens Memorial Building (home of the Piano Museum at 30 Main Street). Originally, the Special Town Meeting Warrant included an article requesting $30,000 from Free Cash to fund the project and seek reimbursement through the grant. However, due to a catastrophic furnace failure, immediate action was necessary to safeguard the building and its contents ahead of winter. As a result, monies were transferred from the emergency Reserve Fund to address the urgent repairs. This Article simply replaces that Reserve Fund transfer with Free Cash, ensuring that adequate reserves are available for the remainder of the fiscal year.

- *Requested by the Town Administrator*

ARTICLE 5. Purchase Conservation Restrictions

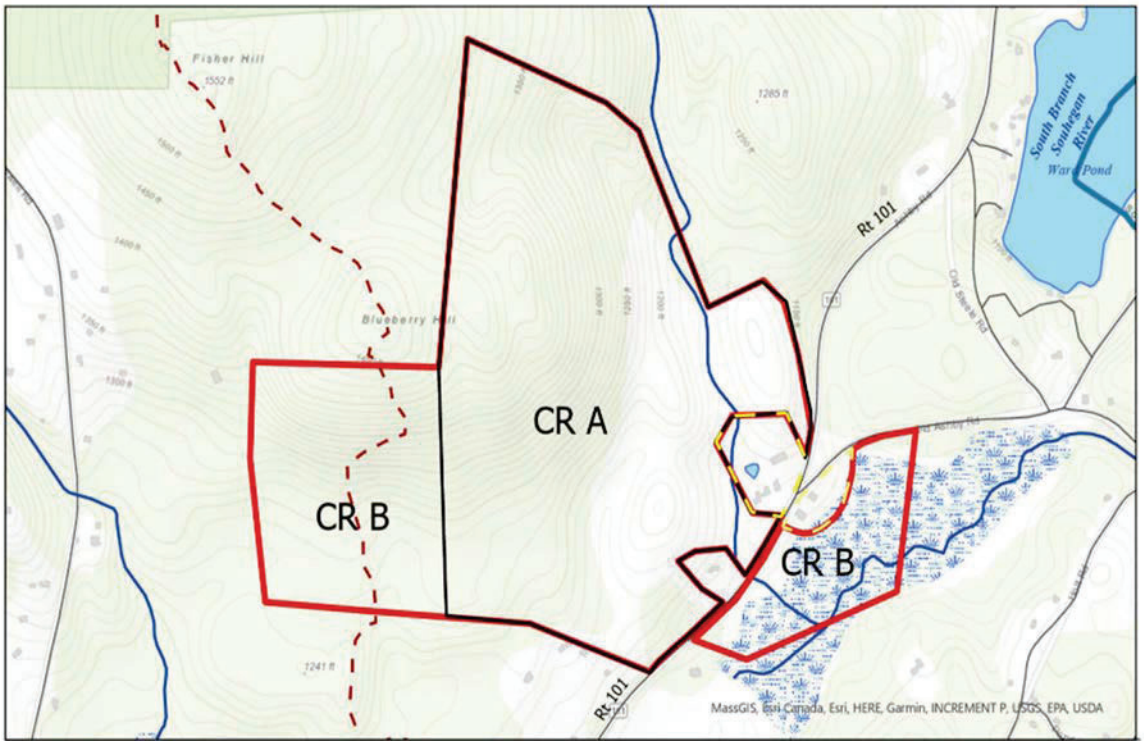
To see if the Town will vote to raise and appropriate or transfer the sum of Seven Hundred Eighty Eight Thousand Dollars ($788,000) for the purpose of purchasing conservation restrictions on a certain property known as Timberlost Farm, located at 327 Ashby Road, Ashburnham, MA, and comprised of approximately 177 acres of open land (as shown on a Plan of Land to be recorded with the Worcester North Registry of Deeds) and authorize the Treasurer, with the approval of the Select Board, to utilize grant funds awarded by the federal Agricultural Land Easement program for a portion of this property, in the amount of Two Hundred Eighty Eight Thousand Dollars ($288,000), together with available funds from the Town Stabilization and/or Free Cash funds in the amount of Five Hundred Thousand Dollars ($500,000), to finance this appropriation, the aforesaid sum of $500,000 to be reimbursed to the Town by the LAND grant program after closing and proof of payment by the Town; that the Town be authorized under the provisions of Massachusetts General Laws, Chapter 40, Section 8C, as it may hereafter be amended, and other Massachusetts statutes relating to conservation, to accept conveyance of said conservation restrictions to be held and monitored by the Town's Conservation Commission, and; that the Conservation Commission be authorized to file on behalf of the Town any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts deemed necessary or prudent under Chapter 132A, Section 11, and/or any others in any way connected with the scope of this Article; and the Town and Conservation Commission be authorized to enter into all agreements and execute any and all instruments as may be necessary to effect the aforesaid purchase.

Explanation:

Timberlost Farm will be permanently conserved by means of 2 conservation restrictions (CR). The map below shows the land that will be conserved by each CR: CR A will conserve the agricultural land (and related forest land) that is the subject of the ALE grant. CR B will

conserve the remaining land on Timberlost Farm, located on both sides of Rt. 101. ALE funds can only be used for CR A. A MA LAND grant was awarded for the entire Timberlost property, so LAND funds can be used for both CR's A and B. Federal ALE funds will be deposited with the Town, before closing; Land grant funds will be reimbursed to the Town after closing. There will be net zero cost to the Town for the Timberlost Farm Conservation following Land grant reimbursement.

- Requested by the Ashburnham Conservation Commission



And you are hereby directed to serve this warrant in accordance with the provisions of Section 3, Chapter II of the Town By-Laws by posting attested copies at the U.S. Post Office, Library, Public Safety Building, and Town Hall thereof as therein provided.

Hereof fail not and make do return of this Warrant with your doings thereon, to the Town Clerk on or before the said day and hour of meeting.

Given under our hands this 6th day of October, 2025.

SELECT BOARD OF THE TOWN OF ASHBURNHAM

Advisory Committee

To the Citizens of Ashburnham,

The Advisory Board is made up of seven members, all volunteers, who are appointed by the Town Moderator for a term of three years. The Town's General Bylaws direct the Advisory Board to give recommendations that it deems best for the interests of the Town and its citizens on all department budgets, transfer requests, warrant articles, zoning articles, and by-law articles. The Advisory Board's goal is to give Town residents an objective viewpoint on all matters to be considered at Annual and Special Town Meetings. Our recommendations are intended to ensure the residents of Ashburnham are receiving the best mix of services for the amount of taxes being collected. We provide checks and balances to the Town's elected boards and committees, as well as those individuals, boards, and committees appointed by the Select Board and the Town Administrator. We are a member of the Association of Town Finance Committees, which provides recommendations regarding best practices.

All projects utilizing ARPA funds were under contract prior to December 31, 2024, with expenditures scheduled to be completed by December 31, 2026, in accordance with ARPA requirements. The Advisory Board is grateful for this federal stimulus funding, which supported the Town's economic recovery following the COVID-19 pandemic.

Budget requests continue to be categorized and ranked by Department Heads at the direction of the Town Administrator and prioritized against available revenues. The Advisory Board would like to recognize the Department Heads for their careful and conservative budget management, which has resulted in increased free cash available for capital projects and one-time expenses. We maintain a strong working relationship with the Town Administrator and look forward to continued collaboration on future budget matters.

Due to the catastrophic failure of the heating system at the Historical Piano Museum and the associated risk of damage to the historic pianos, the Advisory Board approved a $30,000 Reserve Fund Transfer to replace the furnace and implement additional energy-saving measures. Although the Town was awarded a MassDevelopment Cultural Facilities Fund Grant for Town-owned buildings, the funds were not available in time for the start of the heating season.

The Advisory Board has also been reviewing and updating its Handbook, which was last revised in 2005. We anticipate completing the final version in the near future.

The Advisory Board encourages residents to attend its monthly meetings and welcomes public participation and feedback. Please refer to the calendar on the Town website for meeting dates, times, and locations. Residents may also contact Advisory Board Chair Gail Dumont by email at gdumont@ashburnham-ma.gov.

We look forward to continued collaboration with other boards and commissions and appreciate their diligence and cooperative efforts. Together, we remain committed to serving the citizens of Ashburnham and to improving the quality and level of services provided by the Town.

Respectfully submitted by the Advisory Committee

Gail Dumont, Chair	Nancy Fisher	Ronald Putnam
Martin Steucek, Vice Chair	Mike Smith	
Cheryl Goller, Secretary	James Piedrafite	

Capital Planning Committee

To the Select Board and the Citizens of Ashburnham,

The FY 26 Capital Plan is the continuation of the plan that was established in 2009. At its inception there were guidelines to use available funding on Capital expenditures based on the five-year plan and prepare recommendations for capital expenditures for the Annual Town Meeting. Since 2009 the committee has continued to reassess the capital need on an annual basis with the goal of updating our fleet of vehicles in a timely manner while also reducing the total number when possible. The committee also reviews town buildings' needs, infrastructure, equipment and roads. The committee has also worked with the AWRSD on their Capital Planning. The results of this work have established a stable and functional plan for the town. In the coming years new capital request will need to be integrated into the Plan

On May 6, 2025 the Town of Ashburnham held a Special Town Meeting before the Annual Town Meeting. The Town voted to approve the following transfers from Free Cash to the Capital accounts at the May 6,2025 Special Town Meeting.

Article 1- Playground Equipment - To transfer from Free Cash the sum of $175,000 to the Capital Account for Playgrounds, this is to complete the Multigenerational Recreation Space (Playground) Phase in Winchester Park.

Article 2- Capital Equipment Request - To transfer from available funds the sum of $677,945 to fund the recommendations of the Capital Planning Committee, including the following:

AFD- SCBA Compressor to fill oxygen tanks for Firefighter equipment. ($125,000)

DPW- F350 Super Duty truck w/ plow and utility bed. ($75,000)

DPW- Street Sweeper (1st of 4 payments) ($84,445)

Water Dept- 50 HP 1800 RPM Flowserve Pump. ($55,000)

Sewer Dept- NPDES Collection System O&M Plan ($38,500)

Sewer Dept- Sewer line repairs. ($25,000)

W/S Dept- Water/Sewer Meters ($80,000)

W/S Dept- Emergency Repairs ($125,000)

W/S Dept- F250 Super duty w/ plow and utility bed. ($70,000)

The Town voted to approve Article 11 at the Annual Town Meeting.

Fire Lease- Rosenbauer Ladder truck – 4th of 10 annual payments $105,500. The Ladder Truck is for the Fire Department and is part of a lease-to-own program initiated at the STM in the Fall of 2021.

Road Repair and Maintenance $75,000 that supplements the Chapter 90 monies from the State.

The Town voted to approve the following transfers from Free Cash to the Capital accounts at the Annual Town Meeting.

Article 15- IT Account - To transfer from Free Cash the sum of $20,000 to the Capital account for IT upgrades.

Article 16- Highway Repairs and Maintenance - To transfer from Free Cash the sum of $300,000 to the Capital account for Highway Repairs and Maintenance. This money is for the roadwork to Route 101 South replacement project.

Article 17- Dam Repairs and Maintenance - To transfer from Free Cash the sum of $25,000 to the Capital account for Dam Inspection and Maintenance. this money is for the dam projects.

Article 18- Police Department - To transfer from Free Cash the sum of $12,000 to the Capital Account for the Police Department off duty weapons. This is for weapons replacement.

Article 19- Highway Repairs and Maintenance - To transfer from Free Cash the sum of $200,000 to the Capital account for Highway Repairs and Maintenance. This is for unforeseen repairs and maintenance.

Article 20- Highway Repairs and Maintenance - To transfer from Free Cash the sum of $200,000 to the Capital account for Highway Repairs and Maintenance. This money is for the repaving of Sherbert Road after the Winchendon Water line replacement project.

The Town voted to approve the following transfers from Free Cash to the Capital accounts at the October 27,2025 Special Town Meeting.

Article 3 – Town Hall Exterior Building Assessment and Project Cost Estimates. To transfer from Free Cash the sum of $ 50,000 to town hall maintenance fund.

Article 4- Appropriation of Free Cash to replenish the Reserve Fund, to transfer from Free Cash the sum of $ 30,000 to the Reserve Fund.

The committee would like to thank the citizens for their continued support of the Capital Funding Program.

Respectfully submitted,

Mike Smith, chairperson
Abby Arpano
Carl Gustafson
Roger Hoyt
John Mulhall
James Piedrafite

Board of Assessors

To the Citizens of Ashburnham,

The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. Assessed values for Real and Personal Property are based on "full and fair cash value" as of January 1st preceding each fiscal year.

As always, if you have any questions regarding any assessment issues, please feel free to contact our office. We can be reached at 978-827-4100 x111 or by email assessors@ashburnham-ma.gov. Office hours are Monday through Thursday, 12:30 PM to 4:00 PM in person or by telephone. The Board usually meets at 3:00 PM on the second Thursday of the month. Additional information is available on the town website at www.ashburnham-ma.gov.

Fiscal 2025 Assessments and Revenues by Major Property Class

Property Class	Levy Percent	Valuation by Class	Tax Rate	Tax Levy
Residential	96.7775%	$1,114,987,815	14.87	$16,579,868.81
Open Space	-0-	-0-	14.87	-0-
Commercial	1.4945%	$17,218,175	14.87	$256,034.26
Industrial	0.6044%	$6,963,800	14.87	$103,551.71
Personal Property	1.1236%	$12,945,326	14.87	$192,497.00
TOTALS	100.0000%	$1,152,115,116	14.87	$17,131,951.78

Valuation and Tax History

Fiscal Year	Tax Rate	Total Valuation	Accounts	Tax Levy	Change (%)
2025	14.87	1,152,115,116	3,919	17,131,951.78	3.16%
2024	15.75	1,054,384,559	3,937	16,606,556.80	2.89%
2023	16.55	975,202,542	3,960	16,139,602.08	2.51%
2022	18.88	833,881,850	3,961	15,743,689.33	3.55%
2021	20.55	739,829,351	3,964	15,203,493.16	3.25%
2020	20.10	732,583,453	3,975	14,724,927.40	2.51%
2019	22.55	636,970,737	3,981	14,363,690.12	2.66%
2018	23.40	597,938,144	4,003	13,991,752.57	6.12%
2017	22.97	574,028,789	4,019	13,185,441.28	2.43%

2016	22.75	565,846,177	4,022	12,873,000.53	2.46%

Fiscal Year 2025 Abstract of Assessments

Property Class Code/Description	Accts	Class Valuation	Avg Value
101 Residential Single Family	2,491	$1,009,945,950	$405,438
102 Residential Condominiums	22	$7,060,300	$320,923
104 Residential Two Family	39	$13,533,700	$347,018
105 Residential Three Family	6	$2,013,700	$335,617
Miscellaneous Residential	30	$10,658,900	$355,297
111 – 125 Apartments	4	$2,533,100	$633,275
130 – 132, 106 Vacant Land	793	$32,608,800	$41,121
012 – 043 Mixed Use Properties	11	$40,791,696	$3,708,336
300 – 393 Commercial	34	$10,198,700	$299,962
400 – 452 Industrial	29	$6,806,900	$234,721
501 – 508 Personal Property	273	$12,945,326	$47,419
600 – 821 Chapter 61, 61A, 61B	187	$3,018,044	$16,139
TOTALS	3,919	$1,152,115,116	

Assessor's Account for Exemptions and Abatements

Description	FY2025	FY2024	FY2023	FY2022	FY2021
Assessor's Overlay Raised	$145,314.78	$154,679.80	$150,301.08	$149,903.33	$143,675.16
Exemptions & Abatements Granted	$106,495.85	$109,755.34	$131,620.40	$101,005.45	$94,478.30
Overlay Balance End of FY	$267,767.33	$234,571.33	$191,117.92	$173,427.84	$127,547.40

New Growth Revenue

Fiscal Year	Added Valuation	Tax Rate	New Revenues	Change (%)
2025	**$14,224,113**	**15.75**	**$224,029**	**54.30**
2024	**$8,772,796**	**16.55**	**$145,190**	**-22.53**
2023	**$9,926,581**	**18.88**	**$187,414**	**-24.28**

2022	**$12,044,725**	**20.55**	**$247,519**	**43.37**
2021	**$8,589,156**	**20.10**	**$172,642**	**37.48**
2020	**$5,568,626**	**22.55**	**$125,572**	**-32.73**
2019	**$7,976,985**	**23.40**	**$186,661**	**29.60**
2018	**$6,270,084**	**22.97**	**$144,023**	**33.19**
2017	**$4,753,201**	**22.75**	**$108,135**	**28.86**
2016	**$3,766,440**	**22.28**	**$83,916**	**-49.60**

Respectfully submitted by the Board of Assessors:

Michael Saltsman, Chair
Robert Heckman, Member

Staff:
Harald Scheid, Regional Tax Assessor
Michael Saltsman, Regional Tax Assessor
Kelly Szocik, Administrative Assessor

Economic Development Committee

To the citizens of Ashburnham,

The Ashburnham Economic Development Committee (AEDC) is a town committee established by the Select Board to assist, counsel, and advise residents, the Select Board, other town boards and departments, and Ashburnham businesses, both existing and proposed, on the merits and benefits of economic development.

Calendar year 2025 was another very busy year for the AEDC. AEDC meets monthly, typically on the second Tuesday of the month, and as needed to review economic development opportunities and initiatives.

AEDC initiated dialogue with the owner of the property formerly called the Ashburnham Market to explore opportunities for its development. Successful development of this property into a functional, multi-faceted operation promises to be an exciting opportunity for downtown Ashburnham.

Christina Sargent, Paul Silva, and Ron Putnam continued to oversee the Downtown Banner Program, with the majority of 26 Banner opportunities being sponsored. The Banners are prominently displayed in town and AEDC is very grateful to the local businesses who are participating in this project. We are also thankful to Ashburnham Municipal Light Plant and Cushing Academy for their help with this endeavor.

To address present economic and local business conditions, Michelle Whipple Duclos continued coordinating a review and revision of the AEDC Mission Statement. Additionally, this effort resulted in the creation of a Vision Statement. The Commission submitted these recommendations to the Select Board; they were approved and are now prominently displayed on the AEDC section of the Town website.

AEDC members Christina Sargent and Paul Silva continued to work on the Storefront and Façade improvement program. The program brochure was updated and posted on the Town website. This program has been successfully implemented by downtown businesses, resulting in functional and aesthetic improvements. Rosemarie Meissner and Phil Papoojian worked pre-launch to identify and visit 6-10 downtown businesses in to discuss their interest in participating in the Massachusetts Downtown Initiative (MDI) project. Participation in this state-funded program will enable businesses to utilize consultants, free of charge, for business development purposes.

AEDC hosted the initial public discussion of the Transfer Station economic recovery and communicated its findings to the DPW. DPW successfully implemented the program, leading to a record number of permit purchases that will contribute to the facility's long-term financial sustainability.

In 2025, AEDC actively engaged with the North Central Massachusetts Chamber of Commerce to identify economic development opportunities and potential funding from Mass Development and various banking institutions.

With Rosemarie Meissner as its designated member on the MBTA zoning amendment review project, AEDC issued a statement of support indicating that the proposed Multi-Family Overlay District (MFOD) is in alignment with the development goals outlined in the 2024 Master Plan.

The Commission looks forward to continuing the advancement of economic development initiatives in 2026.

Respectfully submitted by the Economic Development Committee

Phillip Papoojian, Chair
Ronald Putnam
Christina Sargent
Katalin Krieger
Paul Silva
Michelle Whipple Duclos
Tod Hebenton

Energy Committee

To the Citizens of Ashburnham,

Ashburnham's Energy Committee has been in existence since 2013, and through Fiscal Year 2025 has received more than $465,000 in grants. These funds have been used to reduce the Town's energy consumption by over 25%. The Town has been recognized as one of the few communities in the state to have achieved energy reductions at or above 15% for 3 consecutive years. This year, the Town did not receive any new grants, but a window replacement grant is being evaluated for a potential Spring 2026 Green Community grant application.

Ashburnham Energy Committee
Jeff Liddle

Town Accountant

To the Honorable Select Board and Citizens of Ashburnham,
I submit the annual report of the Town Accountant.

The Town Accountant is Julie M. Costello, CPA and she began with the Town January 2020. She is in the office one day per week and reports directly to the 3-member Board of Selectmen. Her background includes 27 years of combined public, private and audit experience. She is a Certified Public and Governmental Accountant. Her duties include but are not limited to the following:

* Process weekly warrants payable and bi-weekly payroll warrants
* Furnish departments with Budget to Actual reports monthly
* Prepare monthly/quarterly reconciliations for; cash, receivables, tax title and foreclosures
* Support all departments with all accounting needs from furnishing account numbers, vendor numbers, to assisting with grant processing and trust fund expenditures
* Work with Treasurer/Assistant Treasurer regarding cash accounts, payroll and benefits
* Annual reporting to Department of Revenue includes submitting a Combined Balance Sheet, Schedule A and Tax Recap
* Maintain fixed asset schedule
* Assist outside auditor annually in preparation of our audit and financial statements

Since taking the position in 2020, the Accountant alongside the Treasurer, has been working to make processes more accurate and efficient. She has also worked side by side with the Auditor in an effort to address all issues in previous management letters. The Accountant will continue to work with other departments to ensure accuracy, efficiency and timely reporting in the years to come.

Please find the following Balance Sheet as a review of the position of the Town of Ashburnham as of June 30, 2025.

TOWN OF ASHBURNHAM, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2025
(Unaudited)

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Fund Types	Account Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	
ASSETS							
Cash and cash equivalents	6,885,229.56	504,035.69	-	5,455,508.35	3,133,396.24	-	15,978,169.84
Receivables:							
Personal property taxes	5,763.66	-	-	-	-	-	5,763.66
Real estate taxes	582,957.77	-	-	-	-	-	582,957.77
Supplemental	20,518.67	-	-	-	-	-	20,518.67
Allowance for abatements and exemptions	(267,767.33)	-	-	-	-	-	(267,767.33)
Special assessments	-	9,343.67	-	7,785.30	-	-	17,128.97
Tax liens	885,035.67	-	-	143,217.05	-	-	1,028,252.72
Tax foreclosures	671,460.41	-	-	-	-	-	671,460.41
Motor vehicle excise	156,922.76	-	-	-	-	-	156,922.76
Other excises	3,915.67	-	-	-	-	-	3,915.67
User fees	-	-	-	314,668.19	-	-	314,668.19
Utility liens added to taxes	-	-	-	28,253.51	-	-	28,253.51
Departmental	651,553.08	960.00	-	-	-	-	652,513.08
Amounts to be provided - payment of bonds	-	-	-	-	-	9,413,340.54	9,413,340.54
Total Assets	9,595,589.92	514,339.36	-	5,949,432.40	3,133,396.24	9,413,340.54	28,606,098.46

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Fund Types	Account Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	
LIABILITIES AND FUND EQUITY							
Liabilities:							
Warrants payable	340,551.42	464,264.28	-	136,911.98	1,728.00	-	943,455.68
Accrued payroll and withholdings	168,488.13	6,807.16	-	9,928.43	-	-	185,223.72
Other liabilities	4,739.24	-	-	16,361.58		-	21,100.82
Agency Funds	-	-	-	-	36,469.57	-	36,469.57
Deferred revenue:							
Real and personal property taxes	320,954.10	-	-	-	-	-	320,954.10
Supplemental	20,518.67	-	-		-	-	20,518.67
Special assessments		9,343.67	-	7,785.30	-	-	17,128.97
Tax liens	885,035.67	-	-	143,217.05	-	-	1,028,252.72
Tax foreclosures	671,460.41	-	-	-	-	-	671,460.41
Motor vehicle excise	156,922.76	-	-	-	-	-	156,922.76
Other excises	3,915.67	-	-	-	-	-	3,915.67
User fees	-	-	-	314,668.19	-	-	314,668.19
Utility liens added to taxes	-	-	-	28,253.51	-	-	28,253.51
Departmental	651,553.08	960.00	-	-	-	-	652,513.08
Bonds payable	-	-	-	-	-	9,413,340.54	9,413,340.54
Total Liabilities	3,224,139.15	481,375.11	-	657,126.04	38,197.57	9,413,340.54	13,814,178.41
Fund Equity:							
Reserved for encumbrances	96,365.27	-	-	5,192.92	-	-	101,558.19
Reserved for expenditures	757,000.00	-	-	-	-	-	757,000.00
Reserved for continuing appropriations	2,305,353.61	-	-	349,512.50	-	-	2,654,866.11
Reserved for premiums	226,195.22	-	-	-	-	-	226,195.22
Undesignated fund balance	2,986,536.67	32,964.25	-	-	3,095,198.67	-	6,114,699.59
Unreserved retained earnings	-	-	-	4,937,600.94	-	-	4,937,600.94
Total Fund Equity	6,371,450.77	32,964.25	-	5,292,306.36	3,095,198.67	-	14,791,920.05
Total Liabilities and Fund Equity	9,595,589.92	514,339.36	-	5,949,432.40	3,133,396.24	9,413,340.54	28,606,098.46

Treasurer/Collector

Tax Collector's Report
Period Ended Jun 30, 2025 (Unaudited)

Fiscal Year	Forwarded	Committed	Collected	Abated or Liened	Refunded or Adjusted	Remaining to Collect
Real Estate Tax						
2025	$-	$16,939,456.82	(16,438,732.30)	$(106,363.89)	$(2,363.13)	$391,997.50
2024	$404,792.78	$-	$(197,328.05)	$(95,840.00)	$24,314.25	$135,938.98
2023	$139,702.71	$-	$(73,343.35)	$(21,766.73)	$967.46	$45,560.09
2022	$69,351.99	$-	$(28,128.42)	$(44,320.38)	$2,831.50	$(265.31)
2021	$1,544.15	$-	$(50.11)	$(65.71)	$(39.14)	$1,389.19
2020	$1,414.89	$-	$(69.74)	$(20.10)	$(13.50)	$1,311.55
2019	$687.23	$-	$(15.78)	$-	$7.00	$678.45
2018	$601.40	$-	$(73.93)	$-	$(12.67)	$514.80
2017	$164.70	$-	$-	$-	$5.35	$170.05
2016	$406.22	$-	$-	$-	$-	$406.22
2015	$377.40	$-	$-	$-	$-	$377.40
All Prior	$4,878.85	$-	$-	$-	$-	$4,878.85
Proforma Supplemental Real Estate Tax						
All Years	$17.84	$59,708.20	$(36,925.21)	$-	$(2,282.16)	$20,518.67
AMLP Added to Real Estate Tax						
All Years	$2,013.15	$4,677.29	$(148.95)	$(2,013.15)	$-	$4,528.34
Personal Property Tax						
2025	$-	$195,849.37	$(193,508.57)	$(86.94)	$0.02	$2,253.88
2024	$220.00	$-	$(950.81)	$(85.38)	$1.74	$(814.45)
2023	$661.42	$-	$(104.46)	$(89.72)	$0.29	$467.53
2022	$(587.22)	$-	$(37.97)	$(58.74)	$0.62	$(683.31)
2021	$1,054.51	$-	$(21.37)	$(54.99)	$0.06	$978.21
2020	$1,047.57	$-	$(20.90)	$(53.37)	$(0.17)	$973.13
2019	$950.83	$-	$-	$-	$0.22	$951.05
2018	$(62.14)	$-	$-	$-	$-	$(62.14)
2017	$612.55	$-	$-	$-	$-	$612.55
2016	$453.58	$-	$-	$-	$-	$453.58
2015	$633.63	$-	$-	$-	$-	$633.63

Motor Vehicle Excise Tax

2025	$-	$948,238.35	$(866,382.61)	$(17,607.01)	$4,917.27	$69,166.00
2024	$111,334.83	$105,908.29	$(183,111.48)	$(9,765.88)	$10,908.71	$35,274.47
2023	$26,648.10	$-	$(19,063.59)	$(1,153.96)	$1,370.93	$7,801.48
2022	$11,429.11	$-	$(4,698.47)	$(683.26)	$615.30	$6,662.68
2021	$5,582.34	$-	$(691.54)	$-	$150.24	$5,041.04
2020	$4,375.81	$-	$(315.44)	$(269.00)	$526.85	$4,318.22
2019	$3,452.97	$-	$(89.01)	$55.00	$-	$3,418.96
2018	$4,267.82	$-	$(83.75)	$-	$-	$4,184.07
2017	$4,593.75	$-	$(27.92)	$-	$-	$4,565.83
2016	$4,136.26	$-	$-	$-	$-	$4,136.26
2015	$3,265.44	$-	$-	$-	$98.00	$3,363.44
2014	$2,913.85	$-	$-	$-	$-	$2,913.85
2013	$1,824.69	$-	$-	$-	$-	$1,824.69
2012	$1,634.47	$-	$-	$-	$-	$1,634.47
2011	$1,425.31	$-	$-	$-	$-	$1,425.31
2010	$1,191.99	$-	$-	$-	$-	$1,191.99

Boat Excise Tax

2024	$-	$8,256.00	$(6,950.43)	$(519.00)	$-	$786.57
2023	$425.00	$-	$(62.00)	$(96.00)	$-	$267.00
2022	$322.00	$-	$(68.00)	$-	$-	$254.00
2021	$589.00	$-	$-	$-	$-	$589.00
2020	$601.00	$-	$-	$-	$-	$601.00
2019	$584.00	$-	$(4.00)	$-	$-	$580.00
2018	$145.00	$-	$-	$-	$-	$145.00
2017	$5.10	$-	$-	$-	$-	$5.10
2016	$48.00	$-	$-	$-	$-	$48.00
2015	$42.00	$-	$-	$-	$-	$42.00
2014	$56.00	$-	$-	$-	$-	$56.00
2013	$115.00	$-	$-	$-	$-	$115.00
2012	$16.00	$-	$-	$-	$-	$16.00
2011	$228.00	$-	$-	$-	$-	$228.00
2010	$183.00	$-	$-	$-	$-	$183.00

Pages Beach Betterment

Not Yet Due	$9,780.10	$-	$(2,311.66)		$-	$7,468.44
2025	$-	$1,956.02	$(1,733.75)	$-	$-	$222.27
2025	$-	$489.06	$(433.49)	$-	$-	$55.57
2024	$173.37	$-	$(18.77)	$(115.58)		$39.02
2024	$-	$-	$-	$-	$-	$-
2023	$-	$-	$-	$-	$-	$-
2023	$0.76	$-	$-	$-	$(0.76)	$-

Title V Loans

Not Yet Due	$12,890.05		$(3,546.38)			$9,343.67
2025	$-	$4,147.10	$(4,147.10)	$-	$-	$-
2024	$717.26	$-	$(717.26)	$-	$-	$-
All Years	$578.34	$-	$(578.34)	$-	$-	$-

Water

2025	$80,549.33			$(43,791.13)	$1,163.25	$107,817.82

Water Liens Added to Real Estate Tax

2025	$-	$48,978.84	$(42,745.75)	$-	$(734.98)	$5,498.11
2024	$5,233.93	$-	$(1,724.95)	$(1,573.93)	$0.22	$1,935.27
2023	$1,408.90	$-	$(380.14)	$-	$-	$1,028.76
2022	$581.11	$-	$-	$(581.11)	$-	$-

Sewer

2025	$168,585.58			$(77,370.41)	$(1,202.66)	$206,850.37

Sewer Liens Added to Real Estate Tax

2025	$-	$86,210.13	$(77,164.58)	$-	$(945.78)	$8,099.77
2024	$15,669.11	$-	$(7,421.76)	$(3,439.47)	$-	$4,807.88
2023	$3,616.22	$-	$(1,260.84)	$-	$-	$2,355.38
2022	$1,032.53	$-	$-	$(1,032.53)	$-	$-

Tax Title

Real Estate	$847,183.80			$-	$(5,463.06)	$885,035.67
Water Liens	$82,614.18	$2,155.04	$(5,279.43)	$-	$14.48	$79,504.27
Sewer Liens	$45,934.68	$4,472.00	$(950.48)	$-	$14.98	$49,471.18
Pages Beach	$644.60	$115.58	$-	$-	$-	$760.18
Title V Liens	$11,468.27	$-	$-	$-	$-	$11,468.27
AMLP Liens	$2,594.40	$2,013.15	$(2,594.40)	$-	$-	$2,013.15

Tax Foreclosures

All Years	$672,002.27	$-	$-	$-	$-	$672,002.27

Total Receivables $2,830,384.19

Debt

Long Term Debt
Inside the Debt Limit

Issuance	Outstanding	+ New	- Retirements	= Outstanding	Interest Paid
Public Safety Facility	$ 810,000.00		$ 285,000.00	$ 525,000.00	$ 28,368.75
Additional Public Safety	120,000.00		40,000.00	80,000.00	4,250.00
Town Hall Construction	450,000.00		150,000.00	300,000.00	15,937.50
Briggs Elementary School	6,751,920.00		676,692.00	6,075,228.00	262,464.02
Briggs Elementary	83,080.00		8,308.00	74,772.00	3,229.74
TOTAL	$ 8,215,000.00	$	$ 1,160,000.00	$ 7,055,000.00	$ 314,250.01

Long Term Debt
Outside the Debt Limit

Issuance	Outstanding	+ New	- Retirements	= Outstanding	Interest Paid
USDA Rural Dev (Water)	$ 1,174,426.74		$ 29,905.26	$ 1,144,521.48	$ 32,296.74
USDA Rural Dev (Water)	1,223,140.62		27,321.56	1,195,819.06	32,107.44
Septic Betterment	24,000.00		6,000.00	18,000.00	-
TOTAL	$ 2,421,567.36	$	$ 63,226.82	$ 2,358,340.54	$ 64,404.18
TOTAL ALL DEBT	$ 10,636,567.36	$	$ 1,223,226.82	$ 9,413,340.54	$ 378,654.19

Funds

General Funds

Athol Savings Bank	Town Depository	$ 2,199,177.32
Eastern Bank	Lockbox Account	$ 717,128.74
MMDT	Investment	$ 1,960,653.75
UniBank	Online Collections	$ 86,552.94
UniBank	Money Market	$ 3,225,716.23
UniBank	General Funds	$ 234.47
UniBank	Payroll	$ 200,076.75
UniBank	Payables	$ (5,354.22)
UniBank	Remote Deposit	$ 299,089.21

Special Funds

Athol Savings Bank	Nextel Special Permit	$ 8,627.60
Athol Savings Bank	River Styx Road	$ 2,068.78
Athol Savings Bank	Title V Loan	$ 15,390.61
Athol Savings Bank	Cellco Partnership	$ 1,403.50
Athol Savings Bank	Ashburnham Program	$ 34,179.09
Athol Savings Bank	Lakeside Village Performance Bond	$ 11,198.80
Athol Savings Bank	Whitney Park 40B Peer	$ 9,156.61
Athol Savings Bank	Fairview Park Cash Bond	$ 25,327.78
Athol Savings Bank	Maple Ave Restaurant	$ 4,533.12
Athol Savings Bank	Planning Board Deposits	$ 5,830.94
UniBank	Stabilization	$ 284,086.51

Trust Funds

Bartholomew & Co. Inc.	Adams Improvement	$ 2,558.99
Bartholomew & Co. Inc.	Adams Village	$ 3,847.58

Bartholomew & Co. Inc.	Ashburnham Athletic Area	$	3,858.42
Bartholomew & Co. Inc.	Ashburnham Community Playground	$	7,040.98
Bartholomew & Co. Inc.	Ashburnham Housing	$	11,456.69
Bartholomew & Co. Inc.	Bandstand Maintenance	$	2,545.31
Bartholomew & Co. Inc.	Capital Improvement	$	419,882.73
Bartholomew & Co. Inc.	Conservation Land Fund	$	18,095.66
Bartholomew & Co. Inc.	Council on Aging Fund	$	2,959.76
Bartholomew & Co. Inc.	Cushing Academy Funds	$	135,183.84
Bartholomew & Co. Inc.	Esther Oliver Fund	$	4,742.05
Bartholomew & Co. Inc.	Fuel Allocation	$	2,945.52
Bartholomew & Co. Inc.	G. Erickson Memorial Fire	$	902.49
Bartholomew & Co. Inc.	Mary Abby Proctor Fund	$	12,833.87
Bartholomew & Co. Inc.	Merton B Lane Athletic	$	89.27
Bartholomew & Co. Inc.	OPEB Trust	$	419,894.05
Bartholomew & Co. Inc.	School Boy Statue	$	18,292.15
Bartholomew & Co. Inc.	Sportsmands Fund	$	8,993.03
Bartholomew & Co. Inc.	Stabilization Fund	$	548,447.99
Bartholomew & Co. Inc.	Sweeney Playground	$	1,936.98
Bartholomew & Co. Inc.	Sylvia Gibson Fund	$	2,235.87
Bartholomew & Co. Inc.	Whitney Square Fund	$	12,031.13
Cemetery Funds			
Bartholomew & Co. Inc.	Ashburnham Grange	$	6,056.30
Bartholomew & Co. Inc.	Cemetery Perpetual Care	$	383,478.75
Bartholomew & Co. Inc.	Doris Leona Smith Flower	$	278.10
Bartholomew & Co. Inc.	H. Olsen Flower Fund	$	0.38
Bartholomew & Co. Inc.	Hoffman Flag Pole Fund	$	7,655.56
Bartholomew & Co. Inc.	Ivers Adams	$	6,177.68
Bartholomew & Co. Inc.	Jacob A Fairbanks	$	4,725.89
Bartholomew & Co. Inc.	Jacob H Fairbanks	$	2,829.95
Bartholomew & Co. Inc.	Lewis McIntire	$	5,867.74
Bartholomew & Co. Inc.	McIntyre	$	4,807.32
Bartholomew & Co. Inc.	McIntyre	$	8,714.50
Bartholomew & Co. Inc.	Myron & Velma Boutwell Flower Fund	$	0.29
Bartholomew & Co. Inc.	Neeham Flower Fund	$	541.59
Bartholomew & Co. Inc.	T. Nauvonen Flower Fund	$	0.11
Bartholomew & Co. Inc.	Taylor Flower Fund 1986	$	162.60
Library Funds			
Bartholomew & Co. Inc.	Stevens Memorial Library	$	38,161.61
Bartholomew & Co. Inc.	Whittemore Fund	$	242,395.90
Edward Jones	Library Trust	$	446,630.77
AMLP Funds			
Athol Savings Bank	Light Dept Depository	$	82,242.62
Bartholomew & Co. Inc.	Meter Deposit Fund	$	127,714.41
Bartholomew & Co. Inc.	Municipal Light Dept Depreciation Fund	$	3,084,277.84
Eastern Bank	AMLP Lockbox	$	28,387.20
Enterprise Bank	Light Dept Online	$	64,773.96
M&T Bank	Light Dept Depository	$	706,285.88
M&T Bank	Light Sweeps	$	-
M&T Bank	Light Transfer	$	-
Total of All Funds		**$**	**15,978,019.84**

Employee Earnings

Last Name	First Name	Department	Title	Gross
Bellofatto	Sarrah	Police	Patrol Officer	$87,005.78
Boucher III	John	Police	Lieutenant Police Department	$130,181.84
Bourgeois	Jason	Police	Patrol Officer	$116,923.92
Chabot	Thomas	Police	Police Officer Reserves	$15,907.46
Conrad	Christopher	Police	Police Chief/Interim Fire Chief	$190,284.40
Cormier	Scott	Police	Patrol Officer	$52,653.55
Denis	Dylan	Police	Police Officer	$78,159.36
Driscoll	Cassidy	Police	Patrol Officer	$74,581.68
Gushlaw	Gregory	Police	Patrol Officer	$78,293.29
Holgerson	Les	Police	Patrol Officer	$72,663.52
Horne	Randy	Police	Police Officer Reserves	$33,050.50
Johansson	Marcus	Police	Police Officer/K9	$75,952.27
Mathieu	Kristin	Police	Police Admin Assistant	$33,595.88
Rosengren	Brian	Police	Sergeant Police Department	$131,988.30
Salo	Erik	Police	Patrol Officer	$95,163.90
Sawicki	Sean	Police	Patrol Officer	$6,660.00
Shampine	Jeffrey	Police	Police Officer Reserves	$16,883.00
Siciliano	Brian	Police	Police Officer Reserves	$23,973.00
Smith	Quinn	Police	Police Detective	$123,420.21
Velazquez	Hiram	Police	Patrol Officer	$95,304.30
Williams	Owen	Police	Patrol Officer	$41,898.62
Williams	Stephanie	Police	Police Admin Assistant	$59,858.47
Wright	Wade	Police	Patrol Officer	$23,801.20
Ziomek	Matthew	Police	Sergeant Police Department	$159,104.03
Angelopoulos	James	Fire	On Call/Fire/EMT	$3,524.57
Boucher	Mark	Fire	On Call/Fire/EMT	$3,704.88
Carroll	Lisa	Fire	FF/EMT/ Dept Administrator	$5,562.52
Casper	Ryan	Fire	On Call/Fire/EMT	$22,090.64
Dauphinais	Christopher	Fire	Firefighter/EMT	$87,472.13
David	Tyson	Fire	Engineer	$978.51
Edwards Jr.	Thomas	Fire	On Call/Fire/EMT	$8,612.16
Farrar	Timothy	Fire	On Call/Fire/EMT	$3,054.10
Girouard	John	Fire	On Call/Fire/EMT	$266.40
Gray	Travis	Fire	On Call/Fire/EMT	$88.80
Kinney	Jonathan	Fire	Lieutenant Fire Department	$104,320.98
Lashua	Raymond	Fire	On Call/Fire/Medic	$1,503.63
Leary	Corey	Fire	Deputy Fire Chief	$105,712.50
Lemoine	Michael	Fire	On Call/ Fire/Medic	$2,911.68
Lindsay	Edward	Fire	On Call/Fire/EMT	$12,805.62
Lucas	Casey	Fire	On Call/Fire/EMT	$9,509.78
McNeaney	Jason	Fire	On Call/Fire/Medic	$9,653.04
Morin	Jacob	Fire	On Call/Fire/EMT	$548.88
Poirier	Joseph	Fire	On Call/Fire/EMT	$1,405.65
Preville	Ryan	Fire	On Call/Fire/EMT	$2,155.56
Provencial	Kelly	Fire	On Call/Fire/Medic	$7,023.65
Salo	Jeremy	Fire	On Call/Fire/Medic	$16,988.96
Scofield	John	Fire	On Call Fire/EMT/Mechanic	$22,204.30

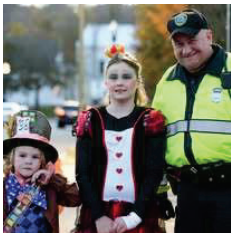
Last Name	First Name	Department	Title	Gross
Spellman	Matthew	Fire	Firefighter/Medic	$115,375.06
Tuminelli	Joseph	Fire	On Call/Fire/EMT	$5,056.62
White	William	Fire	Lieutenant Fire Department	$116,992.37
Williams	Donna	Fire	FF/EMT Dept Administrator	$10,085.00
Wilson	Michael	Fire	Lieutenant	$124,191.58
Wood	Patrick	Fire	On Call/Fire/EMT	$6,810.51
Brennan	Susan	EDC	Head Dispatcher	$104,201.50
Craig	Joseph	EDC	PT Dispatcher	$17,368.54
Deery	Ariana	EDC	PT Dispatcher	$9,032.52
Favreau	Mcguire	EDC	Dispatcher FT	$31,857.72
Hippler	Melissa	EDC	Dispatcher FT	$69,205.12
Maki	Elizabeth	EDC	Dispatcher FT	$16,564.38
McGuirk	Riley	EDC	Dispatcher Part Time	$9,006.42
Walker	Kassidy	EDC	Dispatcher FT	$20,258.46
Cannavino	Richard	Land Use	Electrical Inspector	$24,591.84
Culgin	Sarah	Land Use	Building Commissioner	$73,354.48
Guertin	Katharine	Land Use	Conservation Agent	$60,457.98
Hanley	Francis	Land Use	Plumbing Inspector	$3,804.84
Olivari	Joseph	Land Use	Electrical Inspector Assistant	$1,346.28
Slocum	Steven	Land Use	Sealer of Weights and Measurers	$3,065.00
Fichtel	Andrew	Highway	Municipal Grounds/Cemetery	$80,492.82
Fischer	Philip	Highway	Highway Foreman	$110,558.26
Janhunen	Martin	Highway	Equipment Operator II	$65,581.38
Kochanski	Cade	Highway	Highway Laborer	$23,244.95
Picard	Stephen	Highway	Equipment Operator II	$87,994.97
Robichaud	Brian	Highway	Equipment Operator II	$79,674.72
Rogge	Shane	Highway	Mechanic	$62,533.86
Szocik	Chad	Highway	Equipment Operator 1	$72,989.06
Taylor	Damion	Highway	Municipal Grounds Laboror	$36,614.15
Whitney	David	Highway	Transfer Station Attendant	$6,102.42
Williams	Randall	Highway	DPW Superintendent	$124,787.60
Woodhouse	Britany	Highway	Administrative Assistant	$53,609.95
Janssens	Leo	Select Board	Select Board Chair	$1,499.88
Papoojian	Philip	Select Board	Select Board	$999.96
Briggs	Douglas	Town Admin	Interim Town Administrator	$72,000.00
Burton	Donna	Town Admin	Administrative Assistant	$63,433.66
Coderre	John	Town Admin	Town Administrator	$66,698.80
Doheny	Brian	Town Admin	Town Administrator	$78,740.00
Prentiss	Jennifer	Town Admin	Executive Assistant to TA	$73,541.80
Sell	Jonathan	Town Admin	Facility Manager	$36,792.38
Carolis	Robert	Water/Sewer	Water/Sewer Operator	$85,369.24
Zarozinski	James	Water/Sewer	Water/Sewer Operator II	$85,060.84
Kelly	Mary Ellen	Treas/Collector	Assistant Treasurer/Assistant Collector	$63,796.30
Nystrom	Lynn	Treas/Collector	Treasurer/Collector	$79,479.12
Ruziak	Heather	Town Clerk	Town Clerk	$69,591.10
Baird	Erin	Library	Circulation Manager	$40,803.68
Call	Tiffany	Library	Youth Services Librarian	$45,687.55
Davis	Chardell	Library	Library Assistant Substitute	$7,280.55
Garlock	Holly	Library	Library Assistant	$6,609.10
Mynes	Jess	Library	Library Director	$77,553.15

Last Name	First Name	Department	Title	Gross
Palmer	Julia	Library	Cataloger/Circulation Assistant	$21,343.00
Sevigny	Henry	Library	Library Custodian/Maintainer PT	$15,128.94
Thompson	Carla	Library	Library Assistant	$3,693.75
Wrinkle	Angela	Library	Circulation Assistant	$25,008.14
Everett	Lucy	COA	COA Mart Van Dispatcher	$2,110.37
Hill	Bruce	COA	COA Driver	$7,656.32
Horniak	Michael	COA	COA Mart Van Dispatcher	$9,169.99
Martin	Rita	COA	COA	$4,735.40
Mayo	Theresa	COA	COA Mart Van Dispatcher	$8,655.94
Noyes	Janice	COA	COA Driver	$8,973.27
Noyes	Jerome	COA	COA Driver	$8,702.82
Robbins	Janet	COA	COA Director	$32,738.00
Sager	Garry	COA	COA Driver	$3,365.92
Wotton	Robert	COA	COA Driver	$5,679.63
Czasnowski	Brooke	AMLP	General Manager	$170,144.00
Fischer	Amy	AMLP	Customer Service/Billing	$68,670.66
Gendron	Jordan	AMLP	First Class Lineman (II)	$136,662.39
Holmes	Jeremy	AMLP	Lead Lineman	$134,612.74
Perrault	Ryan	AMLP	First Class Lineman (II)	$127,723.70
Ruuska	Aili	AMLP	Business Manager	$74,863.99
Schrecke	Jeffrey	AMLP	Working Foreman Light Dept	$144,987.26
Souza	Victoria	AMLP	Accountant/Bookkeeper Light Dept.	$1,044.78
St. Cyr	Kerri-Lee	AMLP	Light Dept. Accountant/Bookkeeper	$72,090.19
Wilson	Matthew	AMLP	Lead Lineman	$132,274.52
Anderegg	Peter	Election\Poll	Election Poll Worker	$90.00
Cornwall	Lisa	Election\Poll	Election Poll Worker	$90.00
Coulson-Dumont	Kathi Gail	Election\Poll	Election Poll Worker Election Warden	$82.50 $195.00
Fields	John	Election\Poll	Election Poll Worker	$82.50
Francis	Dorene	Election\Poll	Election Poll Worker	$82.50
Goller-Salem	Cheryl	Election\Poll	Election Poll Worker	$90.00
Gorrell	Paula	Election\Poll	Election Poll Worker	$52.50
Jaillet	Sandra	Election\Poll	Election Poll Worker	$90.00
McCarthy	John	Election\Poll	Election Poll Worker	$82.50
Pinsoneault	Arthur	Election\Poll	Election Poll Worker	$82.50
Skaife	Ronald	Election\Poll	Election Poll Worker	$82.50
Theriault	Kathi	Election\Poll	Election Poll Worker	$30.00
Webber	William	Election\Poll	Election Poll Worker	$82.50
Williams-	Mary	Election\Poll	Election Poll Worker	$82.50

Police Department

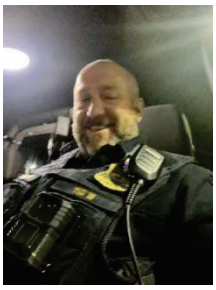
To the Honorable Selectboard and Town Residents;

I am not entirely sure where to begin this report, as this year brought more change to the Department than any other in recent memory. Due to several well-deserved retirements, we welcomed a number of new Officers to our team. The first to retire was Detective Les Holgerson, who concluded his distinguished career on July 1, 2025. Detective Holgerson has served the Town of Ashburnham since 2008 and brought with him over 30 years of total law enforcement experience. Throughout his tenure, he held numerous assignments, and his extensive knowledge, professionalism, and steady presence will be greatly missed.



Detective Holgerson

Next to retire on July 15, 2025, was Sgt. Greg Gushlaw, who has served Ashburnham since 2015, but also served Ashburnham previously, for a total of 16 years, with a total law enforcement service of over 30 years. Sgt. Gushlaw also served many roles in the Department, ending as the 3-11 pm shift supervisor.



Sgt. Greg Gushlaw

Lastly, Administrative Assistant Kristin Mathieu retired on August 1, 2025, after dedicating 20 years of exceptional administrative service to the Town. Kristin managed nearly all administrative functions, including the processing of all licenses to carry (LTC) applications. Her institutional knowledge, professionalism, and sense of humor have been invaluable, and she will be truly missed.



With all the retirements in addition to two open Officer vacancies, this year marked an exceptional hiring year with many new additions.

In order of hire date, Cassidy Driscoll joined the Department in January after serving the Town for several years in the Department of Public Works. She attended the Police Academy from January through June, where she earned the top physical fitness award. A lifelong Ashburnham resident, Officer Driscoll has always aspired to become an Ashburnham Police Officer, and we are proud to welcome her as she fulfills that long-held goal.



Lt. Boucher, Officer Driscoll, Officer Bourgeois



Officer Driscoll

Marcus Johannson joined us in March, bringing with him more than seven years of experience from another agency. Most notably, Officer Johannson arrived with his K-9 partner, Ellie-May, enabling us to launch the first-ever Ashburnham Police K-9 program. Ellie-May is a certified police tracking bloodhound and has assisted in more than 50 searches alongside Officer Johannson in their previous agency. We are thrilled to welcome both of them to the Department and excited for the capabilities they bring to our community.



Officer Johannson



Officer Johannson & Ellie-May

Officer Dylan Denis joined us in March as well, after serving in other communities for over 5 years. Officer Denis recently passed the FAA Part 107 Drone license course, which allowed us to put the first-ever Ashburnham Police Drones into service. With numerous calls for lost people, specifically on Mt. Watatic, the use of our Police K9 and Drones are excellent tools to have in place, which dramatically

decreases the time and resources to locate lost people safely! We are excited to have this program and new equipment on board, thanks to Officer Denis.

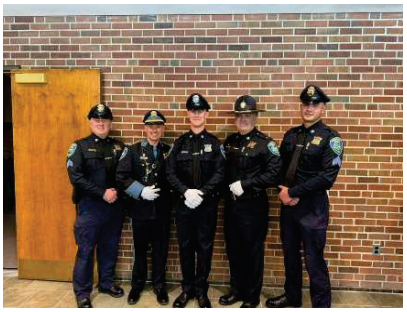


Officer Denis



Drone Unit Vehicle

Officer Owen Williams came to us in May, after serving a neighboring community as a Dispatcher. Officer Williams attended the Fitchburg State University 4+1 program, where he spent his last semester attending the Police Academy held at Fitchburg State University. Officer Williams excelled in this academy and graduated in October. Officer Williams has been an excellent addition to the Department!

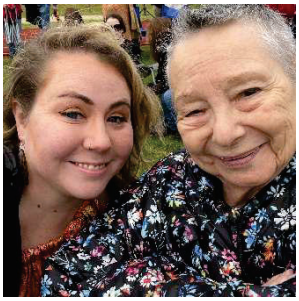


Sgt Rosengren, Chief Conrad, Officer Williams
Lt. Boucher, Sgt. Ziomek



Office Williams

While not a new hire, Stephanie Williams, who served the Town as a Dispatcher for the past 20 years, stepped into the role of Administrative Assistant following the retirement of Kristin Mathieu. Stephanie brings a tremendous skill set and two decades of institutional knowledge to the position. Her transition into this role is also uniquely meaningful, as her grandmother, Charlene Asbury, was the Administrative Assistant who originally trained Kristin. We are very excited to have Stephanie in this new capacity as we continue moving our administrative processes toward more efficient, digitized systems.



Stephanie Williams, Charlene Asbury



Admin Asst. Williams

On that same point, we have strived to research and apply for grants to keep the Department and Town on the cutting edge of Police equipment and service. We applied for and received a technology "BYRNE" grant in the amount of **$30,000** to purchase a virtual reality training simulator. This system gives Officers endless realistic training scenarios, which include weapons with CO cartridges for simulated live fire, in a controlled environment.



Officer Williams



Officer Salo

In addition, we apply for and are often awarded several grants to assist us with specialty patrols, services, and equipment, which do not impact the tax base or operational budget. Below are the amounts received for 2025:

2025 Grants Received:

Municipal Roads Traffic Enforcement	$23,590
Critical Incident Team training	$10,000
Prescription Drug Take Back	$1,300
BRYNE Training Grant	30,000
Department of Justice Bullet Proof Vest (50%)	$1380
Total	***$66270.00***

As always, we continue to support and participate in specialty programs throughout the year, including Monthly Council on Aging Meetings, Special Olympics, Ashburnham Community Day, National Night Out, and many others! Officers are always excited to attend these events and interact with the residents of Ashburnham!



National Night Out



COA Christmas Party



Special Olympics



Veterans Day



Ofc. Velazquez, Community Day



Ofc. Chabot- Halloween

Offenses 2025

Calls for Service:	**2025**	**2024**	**2023**
	18832	21934	21716
Offense:	**2025**	**2024**	**2023**
Aggravated Assault	7	4	10
Simple Assault	23	27	16
Intimidation	7	8	12
Burglary	11	8	13
Larceny	39	19	29
Fraud	7	6	29
Destruction of Property	16	15	30
Drug Violations	5	22	12
Obscene Material	0	1	20
Weapons Violations	3	13	3
Disorderly Conduct	4	18	7
OUI Liquor	13	7	9
Family Offenses	2	1	5
Liquor Law Violations	0	2	0
Trespass	4	6	12
Sexual based Offenses	7	14	11
All Other Offenses	73	77	186

Community Health:

Mental Health/Wellness	106	37	35
Substance Incidents/Follow-ups	8	10	12
Medical Response	502	391	370
Juvenile(SRO)/Community/COA	324	442	450

Traffic Enforcement:

Category	**2025**	**2024**	**2023**
Total # of Stops	1966	2110	1395
Arrests Due to Stop	16	22	13
Criminal Complaints	58	127	46
Civil Fines	93	156	88
Written Warnings	652	1098	630
Verbal Warnings	883	707	618
MV Crashes	23	104	99
Total Arrest	132	154	118

POLICE DEPARTMENT PERSONNEL

EMPLOYEE	POSITION	YEARS IN L.E.
Chris W. Conrad	Chief of Police	25+ Years
Stephanie Williams	Administrative Assistant	20+ Years
John Boucher	Lieutenant	18+ Years
Brian Rosengren	Sergeant	20+ Years
Matt Ziomek	Sergeant	8+ Years
Jason Bourgeois	Patrol Officer	13+ Years
Quinn Smith	Detective	12+ Years
Sarrah Bellofatto	Patrol Officer	10+ Years
Erik Salo	Patrol Officer	18+ Years
Hiram Velazquez	Patrol Officer	10+ Years
Marcus Johannson	K9 Patrol Officer	7+ Years
Dylan Denis	Patrol Officer- Drone Unit	7+ Years
Cassidy Driscoll	Patrol Officer	1+ Year
Owen Williams	Patrol Officer	1 Year
Open position (Filled 2026)		
Thomas Chabot	Part Time Officer	23+ Years
Wade Wright	Part Time Officer	30+ Years
Greg Gushlaw	Part Time Officer	30+ Years
Les Holgerson	Part Time Officer	30+ Years
Randy Horn	Civilian Traffic Staff	(Retired Police)
Jeffrey Shampine	Civilian Traffic Staff	(Retired Police)
Brian Sciciliono	Civilian Traffic Staff	(Retired Corrections)

In closing, I would like to thank the residents of Ashburnham for their tremendous support for the Police Department, especially this year, with all the changes we have gone through. We are fortunate to have an exceptional team of dedicated men and women who work tirelessly each day to keep Ashburnham safe. The unwavering support of our residents and the Selectboard is a key reason talented individuals are eager to join and contribute to this organization.

We are fortunate to work and live in a community that works together for a common goal. As always, we encourage you to ***"see something, say something"*** as in many cases, crimes are solved by YOUR observations and the information that is passed along to us. I also invite and encourage you to stop in anytime to meet your Police Officers and view your Police Station. We are proud of our Department, and we are always happy to "show and tell" our equipment, which is made possible by the residents of Ashburnham!

Respectfully submitted;
Chris W. Conrad
Chief of Police



Emergency Dispatch Center



To the Honorable Selectboard and Residents of Ashburnham:

The Ashburnham Emergency Dispatch Center is responsible for taking all incoming emergency and non-emergency calls for Police and Fire services and walk-ins. In addition, they handle all after-hour calls for Electricity, Roads, Water/Sewer, Trees, and Animal Control. Dispatchers are required to ascertain information during some very difficult and stressful situations and relay that information to the appropriate responding emergency personnel. We think of our dispatchers as the "first person on the scene of an emergency." Any incident, whether "routine" or a dire emergency, is first received by our public safety dispatchers. We consider ourselves very fortunate to have such dedicated and fully trained personnel working for us.



In 2025, the dispatch center received 18832 logged calls for service, which is down 3102 calls from 2024. While call volume is down, we observed longer and more serious calls to have been received and handled during this period. It should also be noted that the number of calls received does not include the hundreds of general business line calls that are received 24 hours a day, 7 days a week, all originating FIRST with the Ashburnham public safety dispatcher.



In 2025, The Ashburnham Communications Department was fortunate to be awarded two grants through the State 911 Department in the amounts of $41,415. One grant was a training grant in the amount of $10,525, and the second was an "support" incentive grant for $30,890. These grants are a tremendous help to financially offset the daily operations of the communications department by way of additional extensive training and overtime coverage costs.



All Emergency 911 communication centers in Massachusetts are required to meet strict and extensive training standard, which change each year in addition to complying with a structured quality assurance program. The Ashburnham Communication Center prides itself on *exceeding* the minimum requirements and continues to look at ways to improve our services through efficiency and extensive training opportunities.



Dispatch Personnel:

We currently maintain a Full and Part-Time Communication Staff to provide 24/7 service. Part Time Dispatchers often work scheduled shifts, primary on weekend evenings, as well as providing support for Full-Time dispatcher coverage during high call volume incidents. We did see some changes in both our Full-Time and Part-Time personnel this year. Elizabeth Maki, who served Ashburnham for 6+ years, resigned to pursue other employment opportunities. Stephanie Williams, who served Ashburnham for 20+ years, resigned to start her new role as the Ashburnham Police Administrative Assistant. Both these resignations created two Full-Time vacancies. McGuire Favreau came on board as a trained Dispatcher after serving another community for a year. Kassidy Walker also joined the team after serving for 7+ years in a regional communications center in New Hampshire. Both Macquire and Kassidy were able to bring their vast skill set and experience to Ashburnham, which not only decreases the training time, but also allows for new and more efficient ideas to be raised and used in the Ashburnham Dispatch Center.

EMEGENCY DISPATCH PERSONNEL
12/31/25

Susan Brennan	Head Dispatcher	28+ Yrs of Service
Melissa Hippler	Full-Time Dispatcher	6+ Yrs of Service
McGuire Favreau	Full-Time Dispatcher	1 Yrs of Service
Kassidy Walker	Full-Time Dispatcher	1 Yrs of Service
Arianna Deery	Part-Time Dispatcher	
Joey Craig	Part-Time Dispatcher	
Lukas Skalecki	Part-Time Dispatcher	

In closing, I would like to thank all the emergency dispatchers for what they do behind the scenes 24 hours a day, 7 days a week. They are literally the lifeline for the residents of Ashburnham and all its public safety personnel.

Respectfully Submitted,
Chris W. Conrad
Chief of Police

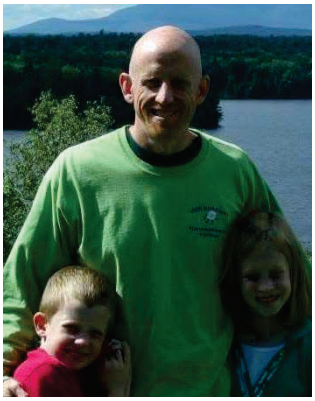
Fire Department

Honorable Select Board and Town Residents:

Once again, I am pleased to present to you the annual report for the Ashburnham Fire Department for 2025. We have had another exciting and progressive year as we move forward to a more efficient and financially sound Department.

In August of this year, we saw the retirement of Lieutenant Paramedic Jonathan Kinney, after over 5 years of service with the Department. Lt. Kinney was placed in the "Operations" role and was instrumental in keeping the operations of the Department moving when I took over as Interim Fire Chief. Lt. Kinney demonstrated a devotion to any tasks assigned and did so with a smile. Lt. Kinney looked forward to climbing mountains, literally, during his retirement, and we wish him all the best! Lt. Kinney stayed on the Department as a Per Diem medic, where he will help to cover open shifts and calls.

We also saw the "retirement" of Pastorn Dan Allen, who served as a source of strength, support, and faith in dark moments for our team and local families after difficult calls for service. We are grateful for his years of commitment, lending an empathetic ear and offering a solid perspective for our team and community. We wish Pastor Dan and his family well in their next chapter!



Pastor Dan Allen

The Department and Town experienced a loss of a retired member and staple of the Ashburnham Fire Department, Battalion Chief Robert Salo, who passed unexpectedly. BC Salo was a familiar face of the Department steaming over 35 years and literally dedicating his life to the Town of Ashburnham. BC Salo will be missed by many, including all members of the Ashburnham Fire Department who know him so well.



Staffing updates included the promotion of Paramedic/Fire Fighter William White to Lieutenant. Lt. White has served in the fire service for over 12 years in other agencies, including Ashburnham previously as a Per Diem.

Lt. White's promotion is much deserved and was placed in the roles of Training Coordinator as well as Fire Prevention, both of which are areas in which Lt. White excels.



Lt. William White

Another highlight came from EMT/Fire Fighter Matthew Spellman, who obtained his Paramedic certification. Paramedic Spellman obtained his certification while still working on a full-time basis for Ashburnham. This process is very time-consuming and requires a great deal of focus and study. We are proud to have another great medic on the team!



Paramedic Spellman

Another great milestone was the return of *Rescue 1* to Town after an 18-month journey to repair steaming from being stolen at Heywood Hospital in 2023! *Rescue 1* went through an almost complete restoration, cosmetically and mechanically, and has been a great new/old addition to our fleet!



Rescue 1

Ashburnham Fire Department members continued with their traditions of community outreach in several areas again this year. This included visiting the schools for drills and Fire Safety programs with the Boy/Girl Scouts, National Night Out, and Senior Center events. Members will agree that these events are “fun” activities that our Department participates in alongside other Town Departments.


Veterans Day


Senior Center Christmas Party



Medic Spellman/Officer Bourgois/FF Dauphinais


Halloween

This year, we continued to respond to many calls for service, mainly Medical and Fires for both Ashburnham and our Mutual Aid Communities.


ATV Fire


Shed Fire


Ashburnham House Fire


Winchendon Barn Fire

Calls for Service:

This year, the Ashburnham Fire Department logged **1017** Calls for Service as listed below. A brief breakdown is:

Incident Type	Number
Rescue & EMS	677
False Alarms	113
Good Intent Call	82
Service Calls	80
Fires	31
Hazardous Conditions	31
Special Incidents	3
Total	**1017**

Detailed Calls for Service	Number
Fire Other	2
Structure Fire	13
Chimney Fire	2
Brush/Vegetation Fire	7
EMS Calls	618
Motor Vehicle Crash- Injury	24
Motor Vehicle vs Pedestrian	1
Motor Vehicle Crash Minor	28
Search for person	3
Water/Ice Rescue	0
Combustible liquid/gas	1
Flammable Liquid Spill	6
Rubbish Fire	3
Carbon Monoxide	9
Electrical Problem	9
Wrong Location	1
Rescue Standby	1
Service Call	23
Water Problem	1
Good Intent Call	10
Water/Steam Leak	4
Smoke/Odor Removal	3
False Alarm	5
Unintentional	36
System Malfunction	69
Unauthorized Burning	1
Dispatched/Cancelled	60
Citizen Complaints	2
Steam Call	4
No Incident Found on Arrival	1
Hazmat incidents	31
Cover Assignment	15
Citizen Complaint	2
Other Incidents	22
Total:	**1017**

We are always available to assist 24/7 and when immediate assistance is needed, we can be reached by stopping in or calling the Communications Department at 978-827-5714.

Inspections: For Smoke and Carbon Monoxide Inspections, you can reach our scheduling staff at 978-827-4021.

Burn Permits: These can be obtained and activated through an online automation system. This can be done by going to: https://ashburnham.burnpermits.com/. This year, we issued **133** Permits!

Current Staffing (12/25):
Full-Time Paramedic/Fire Fighter Personnel

Staff	Years in Fire Service	Division
Chris Conrad	28+ Years	Interim Fire Chief
Corey Leary	17+ Years	Deputy Chief
Michael Wilson	17+ Years	Lieutenant
William White	12+ Years	Lieutenant
Matthew Spellman	8+ Years	FF/Medic
Chris Dauphinais	8+ Years	FF/EMT
Brian Harkins	20+ Years	FF/Medic

On-Call/Per Diem Staff:

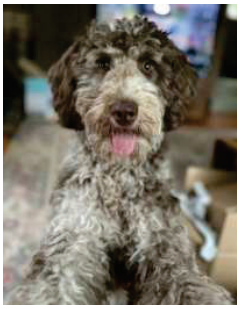
Donna Williams	EMT/Admin Asst.	Ryan Preville	FF/Engineer/EMT
Ella Boucher	FF/EMT	Kelly Provencial	FF/EMT
Mark Boucher	FF/A-EMT	John Scofield	FF/Eng/EMT/Mechanic
Ryan Casper	FF/Engineer/EMT	Casey Lucas	FF/EMT
Chad Courtemanche	FF/Engineer/EMT	Jason Mcneaney	FF/Eng/Medic
Tyson David	FF/Engineer/EMT	Joseph Poirier	FF/Eng/EMT
TJ Edwards	FF/EMD	Joseph Tuminelli	FF/EMT
Tim Farrar	FF/Engineer/EMT	Edward Lindsay	FF/EMT
John Girouard	FF/Engineer/EMT		
Ray Lashua	FF/Engineer/Medic		
Michael Lemoine	FF/Medic		

In closing, I am extremely proud of the work and progress that the Ashburnham Fire Department members demonstrated this year. Their dedication and motivation to keep moving the bar forward have been proven time and time again. We are thankful for the continued strong support from the Residents and Selectboard, and we look forward to providing exemplary service to the Town for another year!

Respectfully Submitted,

Chris W. Conrad
Interim Fire Chief

Animal Control



I am pleased to submit the 2025 year-end report for the Gardner Regional Animal Control Department. This report illustrates our overall performance for 2025 and provides a detailed account of the types of calls our department responded to throughout the year. In addition, a total count of all the citations written. The ***miscellaneous category*** includes, but is not limited to, administrative and multi- agency events, court appearances, requests for ACO assistance at the shelter, training, educational/community programs and any non- specific type calls.

**The annual failure to license citation are also included in the total citation counts, (minus Ashburnham, the clerk's assistant, who had retired before the list was submitted to Animal Control, they still have not filled the position).*

We provide services for a collective population of roughly 40,845 residents, spanning approximately 143 square miles. Animal Control was dispatched to a total of 2042 calls for service and wrote $34,550.00 in citations for the year 2025. Each ACO holds a dual position as Animal Inspector for the Massachusetts Department of Agricultural Resources. Animal Inspection duties cover Rabies protocols, quarantines, and annual barn inspections. This year was bittersweet, as we said goodbye to Officer Cherly Slack and hello to Officer Elizabeth Tarra. Officer Slack served the department for just over a decade and retired in April of this year. Officer Tara joined our team in mid-July of this year, bringing with her; extensive knowledge in the biomedical field and equine handling.

In addition to our department's continued participation with the domestic violence task force (Purple Paws program) and the Gardner Police Department's senior and junior academies, we also attended a Q&A session at the Gardner Senior Center to discuss low-income resources for senior pet owners. In 2024, Animal Control was invited to be part of the auditing process for the AVMA accreditation of Mount Wachusett Community College's veterinary tech program. Through that process, our department facilitated a mutually beneficial partnership with the MWCC. During the school season, instructors and students will visit the shelter once a week. This provides us with basic in-house medical care, overseen by a certified veterinary technician (Hilary Blair CVT, VTS). This arrangement gives students access to a wide variety of animals and scenarios for their clinical rotations, since they do not have a clinic of their own. We are very fortunate to have a program like this in-house.

Servicing areas of: Gardner• Hubbardston •Ashburnham• Westminster

Town of Ashburnham 2025 Call Report

Population: 6,522 Square Miles: 41.5

LOOSE ANIMALS	36	WILDLIFE	16
ANIMAL COMPLAINTS	11	ANIMAL IN HOT CAR	11
WELLNESS / CRUELTY	16	STRAY/TRAP	5
QUARANTINES	24	ANIMAL BITES	13
KENNEL INSPECTIONS	9	MISCELLANEOUS	28
BARN INSPECTIONS	36	PATROL CALLS/PD	244
HIT BY CAR	11		
TOTAL			460

Citations Issued: 12

Amount Total: $800.00

Department of Public Works

To the Honorable Board of Selectmen and the Citizens of Ashburnham:

The Ashburnham Department of Public Works provides a myriad of professional services to the public. We maintain the town highway, grounds, cemeteries, and municipal buildings. For the occasional downed tree limb, snow removal or natural disasters – DPW staff members are many times the first to respond in the event of emergencies and are on-call 24 hours a day, 365 days a year.





In 2025, the Department of Public Works received Town and Chapter 90 funds dedicated to roadway paving and maintenance. Utilizing these appropriated resources, the Department completed the paving of Sherbert Road following the installation of the new water line. In addition, overlay of Gardner Hill Road was completed, improving overall road conditions and enhancing safety for motorists and residents until the Route 101 project is completed.

2025 Grants Received:

Transfer Station

- Sustainable Materials Recovery Program (SMRP): **$3,780**
- Spring25 Recycling Dividends Program (RDP) – Implementation of the Pay as you throw program: **$1,750**

The DPW staff maintains over 80 miles of public roads and 20 miles of private ways throughout the town. The DPW also maintains the Public Safety building, Town Hall, and the library to ensure the public's safety. The DPW continues to assist other various committees, departments, and groups with their endeavors. This includes but is not limited to:

- Spring Town-wide Clean Up
- Set up voting for Town Clerk
- Numerous grant projects related to Rte. 101 South and East Rindge Road Culvert & Dams

Equipment Purchased in 2025:

- 2025 Elgin Sweeper
- 2025 Ford F350





The Ashburnham DPW would like to thank everyone for their support of our 3rd annual Toys for Tots collection that was held from November to December. We were able to collect roughly 100 items that were donated to the Worcester campaign.



We strive to cooperate and coordinate with all Town departments, committees, and individual citizens to provide the most effective accomplishment of community goals and objectives. Continuous training of staff members in safety, professional education and cross-training in multiple operations strengthens our ability to serve you. We appreciate the support that the community gives us – and will continue to provide you with services that help to make the Town of Ashburnham a great place to live, work and visit.

If you have any questions and/or comments, please let us know by calling the DPW office at 978-827-4120 or contacting us through the online form www.ashburnham-ma.gov/276/Public-Works.

Respectfully submitted,

Randy Williams
DPW Superintendent

Municipal Grounds Department

Burial List 2025

Date Of Burial		Name
April	25	Louis Cormier
	26	Edwin Wagg
May	2	Stephen Blanchard
	3	David Bickford
		Bob Munroe
	14	Ernest Maynard
	17	Donald Hagelberg
	20	Linda Dinsmore
	31	Richard Burnell
June	25	Bob Salo
July	11	Craig Hietala
September	12	Michelle Nevala
	27	Carolyn Rice Brown
October	6	Faith Bickford
November	7	William Kingman

Ashburnham Municipal Light Plant

To the Honorable Select Board and the Citizens of Ashburnham, we submit the 116th Annual Report of the Ashburnham Municipal Light Plant (AMLP). The Municipal Light Plant Commission consists of three members who are elected by the voters of Ashburnham, for three-year terms that alternate annually. The General Manager serves at the pleasure of the Commissioners and provides direction and control to the AMLP under M.G.L. Chapter 164. The AMLB meets in public session monthly at the Ashburnham Municipal Light Plant, 24 Williams Road. Meeting notices are posted on the Town of Ashburnham's website and on amlp.org. We welcome all residents served by the AMLP to attend our public meetings.

Commissioners	Position	Term ends
Richard Ahlin	Chairman	April 2026
Mark Carlisle	Vice Chairman,	April 2027
Candace Wright,	Secretary	April 2028

In this 117th year of the Ashburnham Municipal Light Plant, we reflect on the accomplishments of the past year, and it is with immense pride that we highlight our commitment to the reliable operation of our distribution system. Throughout the years, our dedicated team has worked tirelessly to ensure the seamless delivery of electricity to our community, even amidst challenges. From routine maintenance to emergency response, every effort has been made to uphold the highest standards of safety, efficiency, and reliability.

Power Supply

The Ashburnham Municipal Light Plant provides power for its customers largely through fixed contracts and**,** less so, through the open market to stabilize power costs. Purchased power costs are those costs associated with the procurement of energy and distributing electricity to the residents and businesses in the Town of Ashburnham. There are circumstances that will make prices fluctuate, such as extended periods of time with above or below normal temperatures, unexpected power plant shutdowns, and when fuel prices are affected by global issues.

As reported in previous years, transmission costs have increased and are expected to continue to add upward pressure to future purchased power costs. The AMLP continues to seek alternate ways to reduce coincidental peak load.

Throughout the year, the AMLP utilizes its 3MW/5MWh battery to reduce pressure on the amount of power required during periods of peak demand (capacity). Purchased and installed for this very reason, deploying the battery helps to reduce peak period costs and will be how the battery is used throughout its lifespan. The AMLP is always trying to utilize strategies to help control cost(s), such as reducing peak demand.

The AMLP is always evaluating the cost of energy and makes decisions based on non-carbon emitting power supply options as they become available. To reach the state's target of net-zero emissions by 2050, AMLP continues to make investments in enewable energy projects such as solar, wind, and hydroelectric power.

Organizational Highlights



Matthew Wilson

Celebrates 25 Years of Service

We are proud to recognize Matt Wilson for 25 years of dedicated service to the Ashburnham Municipal Light Plant. He began his career with us as a meter reader and steadily advanced to the role of Lead Lineman, gaining valuable field experience and technical knowledge along the way. Growing up in a small town, he understands the importance of reliable service and strong community connections. He takes great pride in serving our customers, many of whom he knows personally, and in helping maintain the dependable service our community relies on each day. We thank him for his years of dedication and look forward to his continued contributions to our organization and the community we serve.

In December 2025, we welcomed Victoria Souza as our new Accountant/ Bookkeeper. She joins us with a background in hospitality accounting and brings well-rounded accounting experience, including managing day-to-day financial transactions and maintaining accurate and timely accounting records. Her attention to detail and customer-focused mindset make her a great fit for our organization. She is excited to apply her skills and contribute to the continued success and reliability of the AMLP.

Ashburnham Municipal Light Plant Contributions

The Ashburnham Municipal Light Plant continues its annual contribution to the overall financial health and general well-being of the Town of Ashburnham. Based upon the total number of kilowatt-hours sold in 2025, a PILOT donation (voluntary contribution) will be given to the Town. The amount paid to the Town in 2025, based on 2024 kilowatt-hour sales was $69,928.87.

The yearly contribution of labor and goodwill to the Town is comprised of reduced cost for municipal power and streetlights, roadside tractor brush cutting, quarterly change-out of the post-light banners, installation and removal of holiday lights on decorative posts, and tree trimming. In 2025, the AMLP was a sponsor for the Celebrate Ashburnham Street Fair and participated in National Night Out and the Annual Tree Lighting Parade.

One of the highlights of the year was our visit to JR Briggs Elementary School, where our team had the opportunity to present to the fifth-grade classes. During the session, employees introduced students to the fundamentals of electricity, explained how the distribution system delivers power to homes and businesses, and emphasized the importance of electrical safety. Students eagerly participated, trying on safety equipment and asking thoughtful, insightful questions that showcased their curiosity and enthusiasm. The experience was incredibly rewarding for our employees, who valued the chance to connect with students and share their knowledge and passion for the industry. We were especially touched to receive a booklet filled with heartfelt thank-you letters from each student, a meaningful reminder of the positive impact of our visit.



Thank You Letters
JR Briggs Elementary School

In 2025, we also had the opportunity to connect with older students when two of our lineworkers proudly represented the AMLP at Career Awareness Day at Oakmont Regional High School. They delivered presentations to five separate groups of students, providing an overview of what it means to be a lineworker, the qualifications and training required for the role, and the steps students can take to begin pursuing a career in the field. They also shared personal experiences from the job and answered a wide range of thoughtful questions. The event was a valuable opportunity to connect with students, promote skilled trades, and highlight the rewarding career paths available within the electric utility industry.

Ashburnham's Solar Facility

The 3 megawatt (AC) solar array that went active in 2014 continues to provide renewable green power to all the ratepayers of the AMLP, reducing our reliance on fossil fuels. The owner of this project makes a payment in lieu of taxes (PILOT) to the Town of Ashburnham annually. In 2025, this solar site generated 2,655,012 kWh of electricity, which is about 7% of the power consumed by our ratepayers.

Kilowatt Hour Peaks

The Ashburnham Municipal Light Plant provides power to 3,140 Ashburnham customers and 80 fringe customers in the municipalities of Westminster, Winchendon, Gardner, Fitchburg, and Ashby for a total of 3,220 meters. The peak electrical consumption for 2025 was 9,272 kilowatt hours on Thursday, January 9th at hour ending 14:00.

Rate Classification

The Ashburnham Municipal Light Plant has several rate classifications from which we provide service and generate revenue. These classifications are: Residential Services (A), Residential Distributed Generation (SA), General Services (C), Industrial Services (D), and Municipal (M)[1], Municipal Area Lighting (ME), and Area Lighting (E).

The following charts indicate how each rate class contributed to the total consumption of electricity and revenue for the years 2022-2025. Energy consumption increased by 1,395,475 from 2045 to 2025.

Kilowatt Hour Sales[1,2]

Classification	2025 kWh	2024 kWh	2023 kWh	2022 kWh
Residential Services	25,870,028	24,430,721	24,035,317	24,530,379
General Services	1,726,931	1,279,619	1,130,687	1,146,059
Industrial Services	7,848,664	8,326,788	8,473,209	8,695,440
Industrial – Municipal	589,454	623,930		
Municipal Services	117,322	86,506	758,177	705,526
Municipal Streetlights	53,677	54,531	54,049	54,189
Private Streetlights	153,834	162,340	162,568	164,666
Total Sales	36,359,910	34,964,435	34,614,007	35,296,259

Revenue from the Sale of Electricity[1,2]

Classification	2025	2024	2023	2022
Residential Services	$4,794,168	$4,724,369	$4,750,832	$4,124,961
General Services	336,019	250,386	226,636	198,040
Industrial Services	1,414,326	1,509,537	1,548,557	1,330,399
Industrial - Municipal	105,962	108,906		
Municipal Services	20,381	14,561	133,982	103,409
Municipal Streetlights	7,872	7,343	7,057	6,677
Private Streetlights	36,516	35,051	33,981	33,927
Total Sales	6,715,244	6,650,153	6,701,045	5,797,413

[1]Due to kW demand some municipal customers may fall into the industrial rate
[2] 2024 & 2025 Annual report includes additional classifications for Industrial – Municipal, Municipal Streetlights, and Private Streetlights

System Improvements

The AMLP is continuously engaging in infrastructure improvement initiatives to enhance service reliability, efficiency, and sustainability within our territory. These efforts encompass a broad range of projects from modernizing aging equipment, upgrading transformers, power lines, and poles, to implementing innovative technologies. These continuous infrastructure improvements showcase our dedication to providing reliable, efficient, and environmentally responsible energy services that meet the evolving needs of our ratepayers.

Tree Trimming Program

Tree trimming is essential for maintaining a reliable and safe electrical infrastructure. By proactively trimming trees near power lines, the AMLP can reduce the risk of outages and minimize disruptions to residents and businesses. Tree trimming also helps protect the integrity of the electrical system by preventing damage to power lines and equipment, which can be costly to repair. The tree trimming program is ongoing and has the core objective of protecting the distribution infrastructure and maintaining the AMLP's reliable service.

In 2025, we engaged a professional arborist to conduct a comprehensive survey of the town to identify hazard trees that could pose a risk to system reliability. The findings from this assessment were incorporated into our 2025 tree maintenance bid, allowing us to proactively address and eliminate a significant number of threats in the areas most critical to maintaining reliable electric service. In addition, our contracted tree crew performed routine trimming to our specifications along 17 roads throughout town. Complementing this work, our lineworkers continued to perform ongoing, less intensive trimming to further support the safety and dependability of our distribution system

Pole Replacement

As in years past, the AMLP continues to replace poles when they have reached their end of life. Pole replacement is an on-going process of renewing the AMLP's distribution infrastructure and in 2025, 91 poles were replaced because they were at end of life or additional height was needed, 7 were replaced due to motor vehicle accidents, 5 poles were broken or damaged, 6 poles were relocated, and 25 new poles were added, bringing the total pole replacement and installation to 134 poles.

New Services

The AMLP saw an addition of 26 new services in 2025. Conversely, we had 5 services removed. At the end of 2025, there were 14 properties that the power has been shut off for an extended period.

Utility Cost Comparisons

Residential Bill Comparison as of December 2025[1] Electric Utility kWh	250 kWh	500 kWh	750 kWh	1,000
Ashburnham Municipal Light Plant	$54.20	$99.40	$144.59	$189.79
Eversource-WMECO[1]	90.90	171.80	252.70	333.60
National Grid[1]	100.11	190.22	280.33	370.44
Until[1]	106.09	203.67	301.26	398.84

[1] December 2025 rate schedules sourced by MMWEC

Comparing our municipal light rates with those of other electric utilities in our area provides consumers with an understanding of the competitiveness and affordability of our local utility service. Affordable rates are just one of the benefits of having a customer owned, locally governed, not-for-profit electric utility.

The Ashburnham Municipal Light Plant's mission is to continuously provide our customers with reliable power, affordable rates, and excellent customer service while using all our resources to remain committed to our community, customers, and the environment.

Respectfully submitted,

Brooke Czasnowski

Brooke Czasnowski, General Manager

Ashburnham Municipal Light Plant Commissioners
Richard Ahlin
Mark Carlisle
Candace Wright

Water & Sewer Commission

To the Honorable Board of Selectmen and Citizens of Ashburnham:

Your DPW Superintendent, with the Water & Sewer Commissioners are pleased to submit the following report for the year ending 2025.

The Town of Ashburnham's Water & Sewer Department maintains and monitors the water distribution for our Town, which consists of 53 miles of waterlines and 25 miles of sewer lines. Our mission is to provide the citizens and businesses of our town with a safe and dependable supply of drinking water and a quality wastewater plan. The DPW Superintendent and Board of Commissioners of the Water & Sewer Department are committed to ensuring the quality of drinking water and the quality of treated wastewater in the Town of Ashburnham.

The Water & Sewer Department currently services a little over 1,210 customers, who are billed on a quarterly basis with rates based on consumption, and rates are adjusted, as necessary. There were no rate increases during the year 2025.

The Water Department submitted the required annual DEP reports and water conservation notices by due dates.

The Sewer Department continued to maintain the Puffer Street and Westminster Street Pump Stations.

The Water and Sewer Departments issued permits, collected all fees for new water and sewer connections, and inspected for proper connections.

Respectfully submitted by the Water and Sewer Commission,

Randy Williams, DPW Superintendent
George Cornwall, Chairman
Dave Berger, Member
Bob McDonald, Member
Carl Gustafson, Member
Corey Godfrey, Member

Ashburnham Westminster Regional School District

Superintendent of Schools Office
11 Oakmont Drive
Ashburnham, MA 01430
Telephone: (978) 827-1434

Oakmont Regional High School
9 Oakmont Drive
Ashburnham, MA 01430
Telephone: (978) 827-5907

Overlook Middle School
10 Oakmont Drive
Ashburnham, MA 01430
Telephone: (978) 827-1425

J.R. Briggs Elementary School
96 Williams Road
Ashburnham, MA 01430
Telephone: (978) 827-5750

Meetinghouse Elementary School
8 South Street
Westminster, MA 01473
Telephone: (978) 874-0163

Westminster Elementary School
9 Academy Hill Road
Westminster, MA 01473
Telephone: (978) 874-2043

AWRSD SCHOOL COMMITTEE MEMBERS

Ashburnham

Jeremey Smeltekop	Term Expires 4/2026
Laura St. Cyr	Term Expires 4/2026
Kyle Johnson (c)	Term Expires 4/2028
Winifred Kender	Term Expires 4/2027
Jennifer Storm (vc)	Term Expires 4/2028

Westminster

Courtney-Rose McGee	Term Expires 4/2027
Kimberly Russo(s)	Term Expires 4/2026
Janet Smith	Term Expires 4/2028
Nadine Leger	Term Expires 4/2026
Wendy Smolinsky	Term Expires 4/2028

(c) = Chairperson
(vc) = Vice Chairperson
(s) = Secretary

DISTRICT ADMINISTRATION

Dr. Todd Stewart	Superintendent of Schools
Julie Surprenant	Director of Finance
Stacey Christiano	Director of Human Resources
Eric DeHays	Director of Technology
Paul DuBois	Director of Curriculum
Jennifer Ramsdell	Director of Pupil Services
Ally Law	Director of Health & Wellness
Eric Dawley	Director of Athletics

Mission

In the Ashburnham Westminster Regional School District, we focus on doing what is best for students to meet their academic and social-emotional needs to thrive in a global society through: academically challenging curriculum; community and civic engagement; continuous, responsible use of all resources and evolving technology; high quality, ongoing, focused professional development for staff; real world applications; reflection for continuous improvement; research based and data driven instructional practices; resilient, solution-based mindsets; and student input and ownership.

Vision

The Ashburnham Westminster Regional School District prepares all students to be contributing citizens of local and global societies in an ever-changing world.

	FY24-25 Expense	FY25-26 Budget
1000 Administration	$ 1,051,793	$ 1,051,203
2000 Instruction	$ 21,876,041	$ 22,646,353
3000 Other School Services	$ 3,090,751	$ 3,716,631
4000 Operations and Maintenance	$ 3,410,987	$ 3,597,828
5000 Fixed Charges	$ 5,615,693	$ 6,077,416
6000 Community Services	$ 8,000	$ 8,000
7000 Acquisition of Fixed Assets	$ 271,456	$ 271,456
8000 Debt Retirement of Debt Services	$ 622,233	$ 382,734
9000 Programs with Other Systems	$ 1,828,890	$ 1,365,000
Total	$ 37,775,844	$ 39,116,620

Ashburnham Westminster Regional School District Student Count Report 10/1/2025							
Grade	**Ash**	**West**	**Sch Ch**	**Spec Ed Ash**	**Spec Ed West**	**Other**	**Total**
PK	38	53					91
K	50	84					134
1	55	81		1			137
2	77	78					155
3	74	87					161
4	81	101					182
5	76	97			1		174
6	71	94			1		166
7	89	126	2	1	1		219
8	92	89	2	1			184
9	75	75	12				162
10	68	83	13		1		165
11	63	74	17		1	2	157
12	69	80	10	1	2		162
SP	2	3		1	1		7
	980	1205	57	5	8	2	2256

SUPERINTENDENT'S MESSAGE

Dear Residents of Ashburnham and Westminster,
It is my pleasure to share an update regarding the continued growth and success within the Ashburnham-Westminster Regional School District (AWRSD). Throughout this past year, we have continued our commitment to the district's strategic plan and our core vision: "In the Ashburnham Westminster Regional School District every student is known, challenged, and supported every day so that all graduates are prepared to do good and to do well while being well."

Our recent efforts reinforce our dedication to a holistic educational model that balances academic rigor with comprehensive support and ensures our students are fully equipped for life after graduation. We have progressed in our integration of High Quality Instructional Materials (HQIM), further matured our Multi-Tiered System of Supports (MTSS), and launched the adoption of a My Career and Academic Plan (MyCap) initiative.

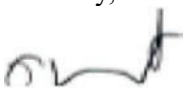
Supporting every student remains our primary mission. This year, we continued to implement consistent curriculum materials within the district. We launched ELA curriculum in Overlook Middle School and we are preparing to update our elementary math curriculum next year. By expanding HQIM across more grade levels, we are better able to provide high-level challenges for advanced learners while offering precise assistance to those in need. Additionally, we refined our structured data reviews to proactively identify and provide specific interventions for students. This allows us to pair students with timely intervention on the specific skill or knowledge that each student needs, right when they need it most. While these interventions usually focus on literacy and mathematics, our teachers have creatively started to build student background knowledge by using history and science articles in providing literacy support.

We recognize that the lifelong transferable skills that today's world demands require skills beyond traditional academics. Consequently, we are prioritizing the development of planning and strategic thinking skills through the development of a plan for each student in the high school through targeted lessons of exploration and concrete planning. This high school effort will continue into Overlook middle school next year. This year our middle school teachers have developed and implemented an executive functioning curriculum that all students can benefit from in helping to stay organized and complete tasks while learning to track multiple teachers for the first time.

These academic and career-focused initiatives are complemented by our vibrant co-curricular programs. Our students continue to achieve excellence at the state and national levels in music, the arts, athletics, and community service. These programs are a fundamental part of what defines our unique school community. While other school districts see declining participation in co-curricular activities, our music, arts, athletic and club offerings continue to see record numbers of students participating and continue to experience success at the local, state and regional levels.

I want to express my deepest thanks to our students, staff, families, and neighbors for your ongoing partnership. It is through this collective effort that our young people are empowered to thrive. I remain honored to serve this community and work alongside you all on behalf of our students.

Sincerely,



Dr. Todd D. Stewart
Superintendent of Schools

Oakmont Regional High School

January 2026 marks the midpoint in Oakmont's sixty-sixth year. The following is a summary of the highlights from the past year and is mostly in chronological order. Additional information about Oakmont can be found on our website (https://oak.awrsd.org/) under the "About Oakmont" tab. This is a link (https://tinyurl.com/bdff7v3e) for the 2025-2026 School Profile , which includes additional information.

In January 2025, student leaders and administration welcomed the class of 2029 to our annual step-up day where we introduced them to Oakmont by taking them on tours of the building and talking to them about our program of studies and what makes Oakmont stand out. A panel of Freshmen answered questions, members of the S.A.C. (Student Advisory Council) presented information about life at Oakmont, and the school counselling department let students know about the course selection process. A meeting was held for incoming parents that night to explain the process.

In February, Oakmont hosted a "Career Day" which included about 50 local business owners and officials from a wide variety of different fields. Students were able to select in advance career pathways of interest and had small group sessions with the guests which included Oakmont alumni. A panel was also held in the auditorium where Dr. Stewart was able to ask questions related to how the panelists chose their career pathways. This was met with much praise from students, guests, and staff alike. Later in the month, Oakmont also welcomed guest speaker Kaleb Joseph who spoke to the entire student body in the gym, sharing his story of success, trauma, addiction, and self-realization. The message was very well received from students and staff alike. The NHS held their annual "Dress Drive" collecting hundreds of prom dresses and accessories which are made available for students who need one but may not be able to afford one otherwise.

Our boys' and girls' basketball teams qualified for the Division 3 State Tournament. Our girls' basketball team went undefeated 20-0 before losing in the championship game of the Clark Tournament (Large School), and losing to a tough Watertown team in the 1st round of the state tournament. Our Varsity Cheer team was crowned the Div. 2 Mid-Wach Champions on 2/19. Our Indoor track team placed 3rd in the State Div. 5 Track meet.

Our Girls Ice Hockey Co-Op with Leominster also made the state tournament as Senior Rachel Simkewicz capped the season by scoring her 99th & 100th goal on 2/26 in the Div. 2 State Girls Tournament game. Jackson Traylor broke the school record in the 400 meter dash 49.98. Liberty Heagy, Grace Hill, Lucie Horgan and Ruby Heagy broke the school record in the indoor 4x800-meter relay 10:06.76.

The Faculty finalized the School Improvement Plan for 2025-2028 after receiving feedback from the NEASC accreditation Collaborative Conference visit. NEASC recognized much of the great work the school is doing.

Our art students continue to receive state awards and recognitions for their quality work thanks to Art teachers Greg and Theresa Barry. The annual evening with the arts was held on Friday May 2nd, and continues to be a major annual event showcasing the talents of our students in many departments.

On March 5th-7th the Oakmont Student Council students went to Hyannis MA for the annual MASC state conference. Oakmont was once again awarded the Gold Council of Excellence Award. It is a huge amount of

work and time our students and advisor Dan Dufour put into earning this high recognition. The council also hosted the annual Central MA Spring conference on April 16th. The council was also awarded the National Association of Student Council Gold Council of Excellence.



The 2024-2025 ORHS Student Council

In April the annual spring musical production was "The Little Mermaid" under the Direction of Tanya LeBlanc and the baton of Kris DeMoura. Oakmont's production was nominated for numerous "TAMY" awards which the Theater at the Mount give out to deserving schools annually. The NHS hosted its traditional "Dinner and a show" where we invited our region's senior citizens to attend the final dress rehearsal and served them dinner prior.



The Cast of The Little Mermaid during an April performance.

In March our Literary and Art Magazine "The Forum" was awarded for Excellence by the National Council of Teachers of English (NCTE) Advisor Mark Nevard's students continue to receive acclaim.
Here is a link to the online magazine. (https://oakmonitoronline.com/forum-2024-laryout/) Senior Ava Corso was also recognized with Oakmont's first ever "Best of SNO" Award. SNO is a National Online platform that showcases student journalism.

Seniors Annika Sallila and Aidan Cleaves were recognized at the annual Central MA Chamber of Commerce Awards breakfast. Annika received the David L. McKeehan Scholarship and Aidan received the Edward C.J. Healy Scholarship. The prom was held at the Harding Allen Estate on May 10th.

The end of May is always busy with Senior events. Annual events, including the Junior/Senior relay races and class night, were all held according to traditions. We also started a new tradition called the "Senior Goodbye". The class took buses to Overlook and then to their Briggs, W.E.S. and Meetinghouse and did a quick parade through each building in their caps & gowns. This was a great event for everyone to reflect, thank their teachers, and hopefully to inspire our younger students. Oakmont held its Sixty-fifth commencement on Friday, May 30th, 2025. One hundred and fifty-one graduates of the class of 2025, their families, teachers from all levels in the District, and members of the School Committee were in attendance. The ceremony was held on Arthur I. Hurd Memorial Field under beautiful sunny skies at 6 PM.



Class of 2025 Seniors participate in the "Senior Goodbye" Walk

In May, NEASC (New England Association of Schools and Colleges) reviewed our report from the Collaborative Conference visit which took place in November and awarded ORHS continued accreditation. Oakmont graduates continue to find success in their post-secondary plans. Like most high schools, we are seeing a shift from going directly into a four-year college and an increase in students taking advantage of free tuition at Massachusetts public community colleges, as well as into trades which are becoming more financially lucrative. We still have a majority of our seniors (60%) chose to continue their education at four year universities such as Harvard, Northeastern University, WPI, the University of Massachusetts (Amherst, Boston, Lowell and Dartmouth), and Fitchburg State. About 26% of our graduates chose to continue their education at our local community college, Mount Wachusett Community College. About 14% of our students choose to serve our country by enlisting in the military or entering the workforce directly.

The last day of school was Thursday, June 16th due to 3 snow days. Twenty-one year veteran English Teacher Paula Stefanakos was named the 37th recipient of the *Oakmont Excellence in Education Award. (https://tinyurl.com/mrx32s3y)* Veteran Special Education Teacher Tracy Jette retired at the end of the year. New Oakmont English teacher, Amanda DiMauro, was recognized by the faculty with the "nailed it" award which goes to a first year staff member who had a great first year and a positive impact on students and staff in the building.

In July, Oakmont once again hosted an Extended School Year (ESY) program as well as a Learning Acceleration Enrichment Program (LEAP) for middle school and high school students.

In late August, we welcomed 160 members of the class of 2029 to their Freshman Orientation. A new staff training was also held as we prepared to reopen the building for the school year. Oakmont welcomed new teachers; Colton Bosselait - Math (ORHS class of 2021), Danny Costigan - Business/Social Studies, Ed Loguidice - Math, Jillian Murphy - Special Education, and Jonathan Sweeney - Special Education.

We also welcomed our new Assistant Principal, Eleni Marinelli. We kicked off the year with nationally recognized guest speaker, Ivy Watts who shared her message promoting mental wellness and reducing the stigma associated with mental illness. We were also able to purchase some outdoor tables and opened the "Senior Courtyard," where seniors can eat lunch outside and we will be creating an outdoor classroom area that staff can sign up to utilize with their students. The Annual Interclass plays were held on November 21-22. The Senior class play won best play.

Our National Honor Society, under the leadership of Paula Stefanakos, remains very active in the community supporting many local events. Once again this year their annual food drive collected over 1000 items that were donated to local food pantries. On October 1st, thirty-six deserving students were inducted into the NHS.

The Oakmont music program had a successful year of growth. The music department developed a third level to the History of Rock and Roll courses.



The ORHS Jazz band performs at the Hatchshell in Boston

The Winter Ensembles competed in the NESBA circuit. The Oakmont Jazz Ensemble received Gold medals at the district and state level progressing them to perform at the Hatch Shell in Boston.

The Oakmont-Overlook Marching Spartans had another outstanding fall season. They hosted the, now annual, Oakmont Invitational show in early November, allowing area bands to present their shows in a relaxed atmosphere to entertain local spectators. The marching band ended its spectacular season by receiving second place in Division 5. Oakmont's student run small combo, *Sixth Avenue Groove,* won the Beats for Good contest and performed on the main stage at the Do Good Fest in Vermont in front of approximately 8-10,000 spectators opening for Plain White T's.

Other items of note: The A.W.F.A.E. (Ashburnham Westminster Foundation for Academic Excellence) continues to support our programs by granting requests and proposals submitted by our teachers. This support helped support the purchase of new supplemental but critical technology for use in our school. We thank both the A.W.F.A.E. and the community for supporting the A.W.F.A.E.

We continue to request the restoration of department chair positions that had been cut from the budget years ago.

Outstanding Alumni - If you know of an Oakmont alumni that has gone on to do amazing things, please consider nominating them for consideration as an Outstanding Alumni. Info can be found here. https://forms.gle/UXdAQoURDWHTku6Z6. Read more about the alumni who are already recognized here. http://tinyurl.com/3msyhf3t. The committee reconvened to review applications in November with a planned 3rd induction ceremony in June of 2026.

If you are looking for additional insight into what is happening at Oakmont, please check out the Oakmonitor, our student newspaper at https://oakmonitoronline.com/

Respectfully Submitted,

Jeffrey M. Lizotte - Principal
Oakmont Regional High School

Overlook Middle School

Overlook Middle School is dedicated to fostering the growth and development of all students through a collaborative, student-centered approach. Our goal this year is simple: build a school where students and staff feel supported, valued, and inspired. Through the combined efforts of our administration and teaching staff, we strive to make Overlook a place where every student feels known, challenged, and supported, a place to grow, succeed, and thrive. We provide challenging academic programs that promote independence, lifelong learning, and social-emotional growth, ensuring that each student has opportunities to reach their full potential.

All students engage in four core academic subjects: English, mathematics, science, and social studies. In addition, they participate in a wide range of enrichment classes, including health, physical education, resiliency and wellness, computer science and digital literacy, engineering, general music, visual art, and world language. The Spanish program continues to expand, offering Spanish I for 8th graders with the opportunity to test into Spanish II at Oakmont. Core classes meet for 52 minutes each day, while enrichment courses run for 70 minutes on a 22-day rotation, providing students with a balanced and engaging schedule.

Intervention & Support Programs
Overlook's interventions are delivered during PALS (Preparing All Learners for Success), a flexible block designed to meet the individual needs of every student. During this time, students have access to targeted support and enrichment opportunities through structured programs, ensuring they receive the guidance and challenge necessary to grow academically, socially, and emotionally.

- **Executive Functioning** – Supports students in developing skills such as planning, organization, time management, task initiation, and self-monitoring to foster independence.
- **Academic Support** – Provides help with assignments, study strategies, organization, and understanding academic content across all subjects.
- **Small Group Math** – Offers focused, small-group instruction to reinforce foundational math skills.
- **Oasis Therapeutic Program** – Led by Craig Mann alongside Katie Kilcoyne (Therapeutic Counselor and Dean of Students), Oasis provides social-emotional, behavioral, and therapeutic support within the school day, helping students regulate and re-engage successfully in academic and social settings.

These interventions complement additional supports, including Reading, Speech, Counseling, and Learning Center services, as well as enrichment opportunities such as Chorus, Band, and Spanish I, providing a comprehensive, individualized system of support for all students.

Curriculum Updates



Overlook continues to implement evidence-based, rigorous curricula across all core content areas.

- The ELA department adopted *Amplify ELA* following a successful trial and professional development last year, providing students with a structured, engaging program that supports reading and writing growth.
- The Mathematics program utilizes *i-Ready* to provide personalized instruction, targeted skill practice, and progress monitoring for all students.
- The Social Studies department continues to pilot *Investigating History*. For 8th graders, iCivics workbooks are used to teach government and civics through engaging, age-appropriate games and activities that explore the Constitution, government structure, and U.S. history foundations.
- The Spanish program continues to expand, offering language instruction and cultural experiences. Students in Spanish I have the opportunity to test into Spanish II at Oakmont, and PTO funding supports hands-on cultural enrichment activities.



Brain Break

This year, we continued the Brain Break initiative, a 15-minute pause from academics and screen time that provides students with fresh air, movement, and socialization. On indoor days, students engage in board and card games that build cooperation, communication, and social skills. Family donations continue to provide a wide variety of games for every classroom, ensuring the Brain Break experience is enjoyable and restorative for all students.

Additionally, we focused on expanding targeted supports to meet student academic and social-emotional needs.



Student Recognition



Overlook launched the Eagle Artist Award, selected monthly by Mr. Szalay and Ms. Bennett, recognizing one visual arts student who:

- Demonstrates exceptional creativity and skill
- Shows effort, growth, and dedication
- Positively contributes to the OMS community
- Displays leadership, kindness, and respect
- Embodies OMS Eagle Artist values, including attitude, responsibility, and perseverance



Additionally, the SOAR Committee recognizes Students of the Month for each team using Social Emotional Learning competencies, highlighting the importance of character, teamwork, and personal growth.

Clubs & Student Activities

Overlook Middle School offers a wide variety of clubs and extracurricular activities to engage students, build skills, and foster community. Available clubs include:



Art Club, Band, Baking Club, Chess Club, Chorus, Crochet Club, Drama Club, Dungeons and Dragons, Fishing Club, Jazz Band, Play Club, Eagle Café, School Store, Ski Club, SOAR, Student Council, Wingspan (School Online Magazine), Yearbook Club.

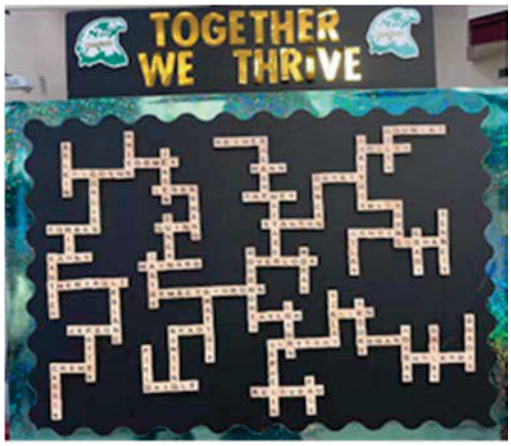
The Student Council plays an active role in enhancing the school community. Each month, Student Council organizes and leads a variety of activities, including school dances, coordinating a school-wide food drive, and hosting events such as the Monster Dash, encouraging school spirit, leadership, and community involvement.



These clubs and activities provide students with opportunities to explore interests, develop talents, and engage with peers in meaningful ways outside the classroom.

Washington, D.C. Trip
The 2026 Washington, D.C. trip will take place this year during the first week of June. The OMS PTO provides scholarships and funding for travel resources to ensure all students have the opportunity to participate.

OMS PTO (Parent Teacher Organization)
This year's Welcome Night was the best one yet — the lines and excitement were palpable! The PTO also hosted their annual Craft Fair, provided a very welcoming lunch at the start of school, and gave all new staff a welcome present. These events, along with their continued support of enrichment opportunities and school activities, make the PTO an invaluable partner in the Overlook community.



Staff Updates
This year, we welcomed new staff and leadership to strengthen programs and support students:

- **Craig Mann** – Oasis Therapeutic Program Teacher
- **Katie Kilcoyne** – Therapeutic Counselor & Dean of Students
- **Megan Crew** – Special Education Coordinator, Grades 4–8
- **Lucas Ghilardi** – Science
- **Ashley Henkins** – Special Education Teacher
- **Gwendolyn Reimer** – Math



These educators, along with returning staff, provide high-quality instruction and support for all students.

Leadership
Overlook Middle School is led by Interim Principal Lori Shattuck and Interim Assistant Principal Eugene Rich, alongside more than 65 dedicated faculty and staff members. Through their combined efforts, administration and teachers work together to create a school where students and staff feel known, challenged, and supported. This year, our focus on the "Thrive" theme emphasizes not only academic growth but also social-emotional well-being, engagement, and a positive school culture, ensuring that Overlook is a place where everyone can grow, succeed, and truly thrive.

Respectfully submitted,
Lori Shattuck
Interim Principal

John R Briggs Elementary

Welcome

Here at JRB, we believe that education is an evolving craft. As educators and mentors, we don't just deliver a curriculum; we spark curiosity. By pairing rigorous academic standards in the core sciences and humanities with a rich tapestry of 'Specials'—from the digital frontier of technology to the timeless expression of the arts—we create a holistic environment for growth. We aren't just teaching students; we are empowering the next generation of leaders, thinkers, and creators. Together, we are building a foundation where every child's potential is recognized, nurtured, and celebrated.







JRB By The Numbers

Grade	FTE	Sections	Students (February 10)
Preschool	2	2 AM, 1 PM	39
Kindergarten	3	3	53
t Grade	4	3	56
2nd Grade	4	4	76
3rd Grade	4	4	74
4th Grade	4	4	79
5th Grade	4	4	76

New Faces



In an era of constant transition, we take immense pride in the remarkable stability of our faculty. We are honored to announce that we have retained our entire teaching staff—a rare and powerful reflection of the deep-rooted dedication found within our halls. In addition, as one of our teachers was assisting a fellow school, we were able to add Lindsay Tait to our team. She has been a solid help to some of our youngest kiddos. Our educators are more than just instructors; they are the steady heartbeat of this community, and their collective decision to return year after year speaks volumes about the strength of our mission and the joy found in serving the families of Ashburnham.

School Events

Education at our school extends far beyond the four walls of the classroom; it's fueled by the incredible partnership between our staff and the PTA. Together, we've been on a mission to create a vibrant calendar of events that do more than just entertain—they build a sense of belonging. From the high-energy glow of our **Family Dance** and the magic of the **Holiday Shop** to the shared excitement of the **Fun Run**, this year has been an absolute whirlwind of community spirit.

One of the definitive highlights was **FlaBingo for Books Night**, which was nothing short of legendary. A massive shout-out to **Mr. Losordo and Mr. C**, whose comedic chemistry kept the crowd roaring with laughter! Thanks to their energy, we didn't just play a game—we put books into the hands of every single student who attended, fueling a love for reading that lasts a lifetime.

We also just wrapped up the prestigious **Scripps Spelling Bee**, a time-honored tradition that showcases our students' grit and academic talent. These moments—the laughter, the competition, and the shared joy—are what make the Ashburnham experience truly extraordinary. We aren't just a school; we're a community in motion.





Curricula For This Year

Our academic foundation is stronger than ever as we continue to lean into our high-quality, research-driven curriculum. Over the last few years, the **Into Reading** program has become the heartbeat of our literacy instruction—weaving together reading, grammar, and writing into a seamless experience. Our students have become true digital citizens in the process, confidently navigating the **ED online platform** to access their resources and take ownership of their learning.

In Mathematics, our **Bridges** program remains a cornerstone of our success. Because we have utilized this framework for years, our students benefit from a consistent 'mathematical language' that follows them from grade to grade, building a bridge of confidence and familiarity.

We are also igniting curiosity through a dynamic Science and Social Studies rotation. By utilizing **Mystery Science**, we bring the world into the classroom through immersive video content and hands-on exploration that turns every lesson into a discovery. This is further enriched by a diverse array of materials tailored to meet state standards, ensuring our students are well-versed in the complexities of the social sciences.

Of course, a well-rounded education requires more than just core subjects. Our **Specialist programs—Technology, Physical Education, Art, and Music**—continue to evolve and innovate. These classes are the creative engines of our school, ensuring that every child has the opportunity to explore their passions and develop new talents.

From the PTA-sponsored events that bring us together to the rigorous tools that push us forward, we are more than just 'on track'—we are setting a new standard for what a community-focused education can be.





Take-Aways

At JRB, we are lifelong learners. Our staff is dedicated to the constant pursuit of excellence, discovering new ways to connect with every child and inspire them to reach higher than ever before—both in their studies and in their character. This success is a team effort; it thrives on the incredible synergy between our school, our homes, and our community. We look forward to another year of breaking new ground, chasing big dreams, and growing together as a JRB family!

Respectfully Submitted,

Nathaniel North
John R Briggs Elementary School Principal

Ashburnham-Westminster Regional School District
Annual Report 2025 | Earnings In Excess of $500 7/1/24 - 6/30/25

EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Aidoock. Jacob	MATH	$7,801.35
Akaabi, Narjis	EXTENDED DAY STAFF	$5,017.50
Alario, Susan	SUBSTITUTE	$6,543.75
Albert, Dawn	COOK/BAKER	$27,923.66
Alessandrini, Stephanie	ACHIEVE	$10,949.06
Allain, Johanna	PRE K (ABA)	$33,683.34
Allen, Kathy	COMPASS AIDE	$34,417.66
Altobelli, Dana	SOCIAL STUDIES	$121,527.98
Ammesmaki, Jari	DAY CUSTODIAN 1st	$45,940.32
Anderson, Margaret	STAR AIDE	$29,758.34
Arnold, Sydney	SPEC ED AIDE	$26,814.72
Arpino, Giselle	RECESS/BUS/LUNCH AIDE	$8,380.58
Asadoorian, Derek	MATH	$19,515.58
Asadoorian, Maureen	1ST GRADE	$71,021.71
Aufiero, Caitlin	4TH GRADE	$74,423.21
Aveni, Mackenzie	5TH GRADE	$79,357.21
Ayotte Leblanc, Danielle	PRE K (ABA)	$1,765.95
Babineau, Rebecca	SPEC ED AIDE	$24,929.00
Badolato, Lauren	ADJUSTMENT COUNSELOR	$117,623.01
Bailey, Amanda	ENGLISH/LANGUAGE	$52,314.45
Banning, Anne	ART	$90,704.00
Baril, Mark	BUSINESS	$1,266.23
Baril, Talia	4TH GRADE	$81,275.21
Barker, Megan	SUBSTITUTE	$6,138.75
Barnard, Charles	DIRECTOR OF BLDG/GROUNDS	$97,858.00
Barrett, Kristin	CAFE WORKER	$9,617.02
Barron, Cheryl	PRE K (ABA)	$37,102.49
Barroso Godoy, Roxana	CAFE WORKER	$6,926.14
Barry, Gregory	ART	$106,084.01
Barry, Theresa	ART	$98,270.60
Bastarache, Katelyn	EXTENDED DAY STAFF	$2,568.75
Bean, Jennifer	SUBSTITUTE	$7,893.75
Beauvais, Devan	PRE K (ABA)	$29,173.68
Bebeau-Smith, Cathryn	RECESS/BUS/LUNCH AIDE	$9,577.54
Bebeau-Smith, Ella	EXTENDED DAY STAFF	$7,455.00
Bebis, Joshua	SUBSTITUTE	$1,286.25
Bedore, Jacob	SPEC ED AIDE	$23,503.47
Beliveau, Tara	PSYCHOLOGIST	$91,218.01
Belkin, Kristin	READING SPECIALIST	$101,212.44
Benes, Cassandra	SCHOOL NURSE	$64,122.78
Bennett, Lauren	ART	$62,764.50
Bennett, Lija	SPECIAL ED TEACHER	$89,330.60
Bennett, Steven	SUBSTITUTE	$9,427.86
Bennitt, Kathryn	SCIENCE	$62,763.09
Berg, Troy	PHYSICAL EDUCATION	$98,445.28
Bergin, Erin	SOCIAL STUDIES	$71,469.90
Bertin, Karen	SPEC ED AIDE	$28,300.72
Berube, Lindsey	SPECIAL ED TEACHER	$66,944.29
Bickford, Shelby	SPECIAL ED TEACHER	$76,078.60
Billings, Brian	COACHES,OFFICALS	$10,788.00
Billings, Dylan	MATH	$60,639.00

Ashburnham-Westminster Regional School District
Annual Report 2025 | Earnings In Excess of $500 7/1/24 - 6/30/25

EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Binder, Emma	EXTENDED DAY STAFF	$4,188.75
Bitterman, Hannah	SUBSTITUTE	$8,388.75
Bogosh, Kristina	SCHOOL PRINCIPAL	$136,960.00
Bonilla, Carmen	LUNCH MONITOR	$5,603.84
Bouchard, Carter	EXTENDED DAY STAFF	$3,086.25
Bouchard, Reagan	EXTENDED DAY STAFF	$10,965.00
Boucher, Olivia	3RD GRADE	$43,836.50
Boudreau, Max	EXTENDED DAY STAFF	$4,473.75
Bourgeois, Tori	SUBSTITUTE	$1,718.36
Boyce, Laura	SUBSTITUTE	$17,275.00
Brackett, Brian	EVENING CUSTODIAN 2nd	$5,221.12
Bradley, Paul	GUIDANCE COUNSELOR	$71,211.70
Bradt, Zachary	ADJUSTMENT COUNSELOR	$62,735.33
Brady, Andrea	CAFE WORKER	$615.65
Brandes, Grace	SUBSTITUTE	$1,851.76
Brasili, Vince	EXTENDED DAY STAFF	$4,110.00
Brennan, Kathleen	ACE	$82,814.42
Brewer, Jillian	SOCIAL STUDIES	$50,988.61
Brochu, Kristin	GUIDANCE COUNSELOR	$72,726.61
Brogna, Rebecca	5TH GRADE	$94,953.72
Brotosky, Jenna	MUSIC	$750.00
Brown, Brenda	KINDERGARTEN AIDE	$32,510.00
Brown, Courtney	RECESS/BUS/LUNCH AIDE	$8,912.32
Brown, Hannah	CAFE WORKER	$8,796.53
Brown, Jennifer	EARLY CHILDHOOD	$51,878.50
Brown, Kalene	SPEC ED AIDE	$29,393.87
Brown, Stacie	SCIENCE	$105,971.38
Brunelle, Matthew	MATH	$73,863.54
Bryant, Sharusha	SUBSTITUTE	$3,502.50
Bubnowicz, Kimberly	SPEECH PATHOLOGIST	$89,932.44
Bunting, Katrina	DIGITAL LITERACY	$112,702.01
Burke, Kristin	KINDERGARTEN	$95,409.60
Buswell, Michael	ASST. PRINCIPAL	$100,654.00
Caisse, Richard	EVENING CUSTODIAN 2nd	$51,346.16
Caissie, Kim	CAFE WORKER	$9,088.08
Caldwell, Renee	SPECIAL ED TEACHER	$96,653.28
Campagna, Beth	FOREIGN LANGUAGE	$112,554.01
Caouette, Timothy	ENGLISH	$100,346.60
Capone, Meghan	SPEECH PATHOLOGIST	$78,176.58
Cardinal, Chelsey	Spec Ed Coordinator	$73,981.86
Cardwell, Autumn	TEMP/PT STAFF	$2,216.00
Carney, Shelby	SUBSTITUTE	$585.00
Carreras, Nora	CAFE WORKER	$19,564.74
Carter, Jennifer	STAR AIDE	$30,640.06
Carter, John	MATH	$95,368.01
Castro, Marine	SCHOOL/GUIDANCE	$35,163.93
Cebula, Irene	RECESS/BUS/LUNCH AIDE	$8,325.00
Chadbourne, Lindsey	SPEC ED AIDE	$26,343.82
Charrier, Jamie	TEMP/PT STAFF	$2,160.00
Chartier, Krissiauna	TEMP/PT STAFF	$931.84
Childress, Jill	SPEECH PATHOLOGIST	$70,616.45

Ashburnham-Westminster Regional School District
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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Christiano, Stacey	DIR. OF HUMAN RESOURCES	$119,990.00
Clinton, Madeline	DAY CUSTODIAN 1st	$7,392.44
Collette, Rita	COMPUTER TECH	$51,153.00
Collins, Jennifer	KINDERGARTEN	$88,270.60
Collins, Niev	EXTENDED DAY STAFF	$11,107.52
Collins, Peyton	SUBSTITUTE	$772.50
Comeau, Carlene	PRE K (ABA)	$35,621.50
Connell, Tracy	KINDERGARTEN AIDE	$23,164.08
Contois, Steven	HEAD CUSTODIAN	$73,484.44
Cook, Lisa	KINDERGARTEN	$75,346.37
Cooley, Margaret	Executive Admin. Asst.	$71,999.99
Corliss, Ashley	ENGLISH/LANGUAGE	$93,206.10
Correa, Amy	2ND GRADE	$57,468.97
Correia, Jean	1ST GRADE	$115,023.01
Corso, Ava	EXTENDED DAY STAFF	$3,656.25
Cote, Brian	ASST. PRINCIPAL	$121,064.88
Cote, Shirley	SUBSTITUTE	$15,765.00
Coulson, Samantha	SUBSTITUTE	$8,055.00
Counts, Jenna	SUBSTITUTE	$562.50
Craigen-Blood, Becky	CAFE WORKER	$19,975.79
Crewe, Megan	SPECIAL ED TEACHER	$77,586.37
Crossman, Brett	EXTENDED DAY STAFF	$5,707.50
Cucchiara, Craig	5TH GRADE	$89,420.60
Cullen, Baylie	EXTENDED DAY STAFF	$6,180.00
Cummings, Judith	MATH	$115,877.24
Dabney, Brenda	3RD GRADE	$92,110.60
Daigle, Jessica	ENGLISH/LANGUAGE	$97,616.28
D'Attilio, Mara	EXTENDED DAY STAFF	$10,965.00
Davis, Mary Jean	READING SPECIALIST	$65,034.71
Davis, Tiffany	INSTRUCTIONAL COACH	$101,283.58
Davolio, Diane	2ND GRADE	$100,303.58
Dawley, Eric	ATHLETIC DIRECTOR	$130,179.59
Deangelis, Nicole	EXTENDED DAY DIRECTOR	$67,300.00
Deaver-Whittier, Regina	EARLY CHILDHOOD	$91,943.66
Dehays, Eric	TECHNOLOGY COORDINATOR	$104,990.00
Delage, Cheryl	CAFE WORKER	$1,157.87
Dellasanta, Sophia	SUBSTITUTE	$1,252.50
Deloge, Raeanna	TEMP/PT STAFF	$1,048.32
Demarco, Derek	SPEC ED AIDE	$34,308.58
Dembek, Jamie	EARLY CHILDHOOD	$87,020.60
DeMoura, Creighton	SUBSTITUTE	$1,516.25
DeMoura, Kris	MUSIC	$117,060.98
Desilets, Seth	TECHNOLOGY	$13,457.35
Desmond, Steven	DAY CUSTODIAN 1st	$51,167.06
Dewhurst, Alexander	ENGLISH	$75,000.29
DiMauro, Amanda	ENGLISH	$62,919.88
Divoll, Shannon	SPEC ED AIDE	$25,037.40
Dodge, Christopher	SUBSTITUTE	$31,937.57
Doiron, Andrew	ATHLETIC TRAINER	$18,469.76
Dolan, Kimberley	SCHOOL/GUIDANCE	$50,016.00
Donahue, Alison	PRE K (ABA)	$9,099.65

Ashburnham-Westminster Regional School District
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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Donahue, Sarah	SCHOOL NURSE	$28,645.70
Doran-Libby, Karen	TUTOR	$21,976.84
Douglas, Christopher	GROUNDSKEEPER	$7,745.28
Douglas, David	REGULAR ED AIDE	$37,576.50
Drake, Sue	3RD GRADE	$106,277.41
Drinkwater, Sarah	SUBSTITUTE	$1,207.50
Driscoll, Timothy	HEAD CUSTODIAN	$64,621.74
DuBois, Paul	CURRICULUM/SERV COORD	$116,850.00
Dubovick, Amy	GUIDANCE COUNSELOR	$114,133.01
Dufour, Amanda	SPEC ED AIDE	$26,647.62
Dufour, Daniel	SCIENCE	$101,697.08
Dufresne, Shannon	CAFE WORKER	$14,670.10
Dukett, Ann	SPECIAL ED TEACHER	$87,020.60
Duncan, Brett	SOCIAL STUDIES	$109,088.01
Duncan, Jenna	SPEC ED AIDE	$8,823.07
Duncan, Sarah	SOCIAL STUDIES	$118,374.01
Dupont, Heather	Executive Admin. Asst.	$63,000.00
Duteau, Michael	COACHES,OFFICALS	$7,161.00
Dyer, Sariah	SUBSTITUTE	$1,020.00
Ehnstrom, Julie	HEALTH/FITNESS	$16,152.57
Ellis, Mackenzie	SPEC ED AIDE	$15,876.50
Ethier, James	SOCIAL STUDIES	$67,680.20
Ewing, Benjamin	COACHES,OFFICALS	$3,583.00
Faiola, Jessica	SUBSTITUTE	$5,523.75
Fantoni, Isabella	EXTENDED DAY DIRECTOR	$6,956.25
Farley, Louise	EXTENDED DAY STAFF	$8,680.00
Farrell, Nicholas	SUBSTITUTE	$4,196.25
Feeley, Jodi	SPEC ED AIDE	$25,851.52
Field, Brittney	HEALTH	$71,104.12
Field, Jeffrey	EVENING CUSTODIAN 2nd	$38,340.00
Fietz, Courtney	COOK/BAKER	$26,427.62
Finnegan, Patricia	SPEC ED AIDE	$31,657.34
Finnerty, Kelsey	5TH GRADE	$62,829.00
Fitzgerald, Edward	IN HOUSE SUPERVISOR	$46,740.54
Flanagan, Thomas	SUBSTITUTE	$1,912.50
Fluet, Tracy	KINDERGARTEN	$94,258.01
Fortier, James	MUSIC	$4,200.00
Foss, William	PARTNERSHIP SPECIALIST	$86,566.60
Foster, Michael	DISTRICT NETWORK ADMIN	$55,835.79
Francis, Caitlin	5TH GRADE	$90,722.44
Friberg, Elizabeth	SPECIAL ED TEACHER	$70,986.82
Frigon, Cynthia	EVENING CUSTODIAN 2nd	$45,374.20
Fuller, Thomas	EVENING CUSTODIAN 2nd	$57,155.61
Galeota, Katharine	1ST GRADE	$102,993.01
Galeota, Nathan	TEACHER	$91,770.84
Gallant, Kevin	MUSIC	$917.00
Galvin, Lynne	SPEC ED AIDE	$25,627.61
Garceau, Emily	4TH GRADE	$68,952.41
Gastonguay, Samantha	SUBSTITUTE	$2,358.75
Gauthier, Christine	RECESS/BUS/LUNCH AIDE	$15,143.33
Gauthier, Jessica	SPECIAL ED TEACHER	$64,230.66

Ashburnham-Westminster Regional School District
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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Gauvin, Kimberly	PAYROLL/BENEFITS MANAGER	$66,580.00
Ghilardi, Lucas	SUBSTITUTE	$5,557.50
Giacobbe, Paul	SPEC ED AIDE	$26,417.66
Gikis, Kayla	KINDERGARTEN AIDE	$23,740.94
Gilchrest, Michael	COACHES,OFFICALS	$4,191.00
Golembiewski Disalle, Kristi	ART	$107,324.01
Goodwin, Caron	3RD GRADE	$100,553.58
Gorman, Sean	SPEC ED AIDE	$31,143.42
Gouldrup, Cynthia	EARLY CHILDHOOD	$80,582.58
Grady, Caitlin	SPECIAL ED TEACHER	$65,183.85
Graves, Andrew	HEAD CUSTODIAN	$65,807.67
Groncki, Jennifer	TEACHER	$62,706.05
Hachey, Lauren	WINGS AIDE	$28,400.33
Haddad, Melissa	SPECIAL ED TEACHER	$83,530.42
Haley, Aubrey	EXTENDED DAY STAFF	$10,736.25
Hamel, Beth	COOK/BAKER	$28,544.89
Hamel, Tonya	CAFE WORKER	$23,126.47
Hansen, Kelly	SPEC ED AIDE	$27,894.92
Haschig, Katherine	SUBSTITUTE	$1,713.75
Haynes, Kelly	2ND GRADE	$81,606.13
Hearn, Taryn	SUBSTITUTE	$1,072.50
Heffernan, Jessica	SCHOOL NURSE	$75,394.28
Higgins, Carol	CAFE WORKER	$24,613.78
Hill, Rachel	SPEC ED AIDE	$25,472.30
Hilton, Katelyn	BC BEHAVIOR ANALYST	$91,482.44
Hirons, Karsa	SPECIAL ED TEACHER	$12,146.47
Hodson, Jennifer	SCIENCE	$72,198.94
Hoeksema, William	SUBSTITUTE	$7,620.00
Holmes, Kathleen	PSYCHOLOGIST	$24,701.47
Holmes, Kathleen	SPEC ED AIDE	$24,892.34
Holt Breen, Natalie	DIGITAL LITERACY	$88,382.35
Hooten, Lisa	CAFE WORKER	$23,279.18
Horgan, Kevin	SCIENCE	$65,333.58
Hubbard, Maggie	EXTENDED DAY STAFF	$5,381.25
Hylan, Richard	SPEC ED AIDE	$27,778.29
Jackson, Cynthia	2ND GRADE	$94,226.69
Jackson, Katie	COACHES,OFFICALS	$2,583.00
Jackson, Tyler	SPEC ED AIDE	$24,383.00
Jaillet, Jamie	STAR AIDE	$28,443.52
Jakola, Trinity	EXTENDED DAY STAFF	$13,942.50
James, Sarah	SUBSTITUTE	$606.25
Jensen, Jennifer	ENGLISH/LANGUAGE	$93,120.60
Jepson, Kenneth	MATH	$106,139.94
Jepson, Randall	MATH	$95,436.69
Jette, Harrison	MUSIC	$1,250.00
Jette, Tracy	SPECIAL ED TEACHER	$111,456.83
Jodoin, Sarah	RECESS/BUS/LUNCH AIDE	$7,269.23
Johnson, Jane	KINDERGARTEN AIDE	$29,460.56
Jollimore, Abigail	3RD GRADE	$55,334.86
Jones, Kenneth	SUBSTITUTE	$8,906.25
Jones, Peter	TECHNOLOGY	$65,933.10

Ashburnham-Westminster Regional School District
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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Kaizor, David	COACHES,OFFICALS	$8,383.00
Keating, Scherrie	SUBSTITUTE	$1,456.25
Kelly, Cheryl	SPEC ED AIDE	$16,650.62
Kelly, Laurel	MUSIC	$500.00
Kelly, Timothy	MUSIC	$5,000.00
Kendall, Melanie	SPEC ED AIDE	$4,376.99
Kepner, Lee-Ann	SUBSTITUTE	$3,570.00
Kerns, Audrey	EXTENDED DAY STAFF	$2,231.25
Kilcoyne, Katie	ADJUSTMENT COUNSELOR	$72,141.80
Kilmartin, Jennifer	4TH GRADE	$76,123.07
Klein, Rachel	FOREIGN LANGUAGE	$82,509.71
Knight, Kate	PRE K AIDE	$25,760.21
Kortegast, Laura	SCHOOL/GUIDANCE	$48,720.88
Koskinen, Sophia	EXTENDED DAY STAFF	$1,665.00
Kostich, Nicholas	SCIENCE	$79,104.58
Kruoch, Methsara	Student Registered Nurse	$57,902.00
Kuehl, Jack	EXTENDED DAY STAFF	$3,881.25
Laakso, Cali	5TH GRADE	$58,268.85
Lafferty, Breana	SUBSTITUTE	$1,681.25
Laine, Kelley	SPEECH PATHOLOGIST	$103,803.58
Lamica, Catherine	TREASURER	$12,000.00
Lanciani, Christine	SUBSTITUTE	$5,681.25
Landry, Peter	SUBSTITUTE	$7,135.21
Lang, Ashley	SUBSTITUTE	$22,877.57
LaPointe, Chris	SPEECH PATHOLOGIST	$91,282.44
Lareau, Nicholas	SPEC ED AIDE	$24,371.60
LaRue, Lee Ann	STAR AIDE	$29,309.66
Laurette, Heidi	CAFE WORKER	$13,257.80
Law, Alicia	DIR OF HEALTH/WELLNESS	$85,421.42
Law, Scott	SUBSTITUTE	$1,537.50
Lawrence, Grace	SCHOOL NURSE	$2,531.25
Lawrence, Julia	EXTENDED DAY STAFF	$5,100.00
Leander, Michael	ASST. PRINCIPAL	$102,138.00
Leander, Rose	SUBSTITUTE	$6,397.50
LeBlanc, Julia	ENGLISH/LANGUAGE	$47,476.00
LeBlanc, Tanya	SPECIAL ED TEACHER	$72,235.00
Leger, Maria	SPEC ED AIDE	$25,995.82
Leonhardt, Patricia	SUBSTITUTE	$926.25
Litalien, Cori	5TH GRADE	$92,995.60
Litalien, Macy	SUBSTITUTE	$1,995.00
Lizotte, Jeffrey	SCHOOL PRINCIPAL	$136,415.00
Lombardi, Carlie	SUBSTITUTE	$3,603.75
Lordan, Ciara	SUBSTITUTE	$570.00
Lordan, Joseph	MUSIC	$112,934.90
Lordan, Melinda	MUSIC	$74,276.21
Losordo, John	2ND GRADE	$100,524.85
Loughlin, Danielle	PRE K (ABA)	$17,406.82
Lovell, Lisa	PRE K (ABA)	$22,730.01
Lovell, Patricia	CAFE WORKER	$14,479.48
Lowry, Heather	PRE K (ABA)	$31,098.66
Lucander, Kris	MUSIC	$91,305.06

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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Lucas, Autumn	PRE K AIDE	$24,713.61
Lucy, Kelley	ASST. PRINCIPAL	$71,556.80
Luibil, Heather Sue	PHYSICAL EDUCATION	$71,021.71
Lutz, Andrea	EARLY CHILDHOOD	$5,153.13
Maillet, Elizabeth	SCHOOL/GUIDANCE	$52,572.66
Malnati, Lori	ADJUSTMENT COUNSELOR	$88,270.60
Marandino, Sheena	TEMP/PT STAFF	$1,380.00
Marble, Tyler	MUSIC	$750.00
Marcinkiewicz, Corrie	SPEC ED AIDE	$23,327.69
Marion-Cox, Carrie	SPECIAL ED TEACHER	$116,156.82
Marlborough, Linda	KINDERGARTEN AIDE	$27,504.60
Marshall, Tayla	SUBSTITUTE	$33,838.37
Martin, Julie	CAFE WORKER	$27,000.50
Martin, Melissa	SOCIAL STUDIES	$110,184.01
Masterman, Elizabeth	ADJUSTMENT COUNSELOR	$54,730.90
Matias, Sarah	READING SPECIALIST	$88,820.60
Maxwell, Jonathan	COMPUTER TECH	$17,718.15
Maynard, Gregory	SOCIAL STUDIES	$68,952.41
McCarthy, Kathleen	SCHOOL/GUIDANCE	$54,638.92
McCloskey, Amanda	TECHNOLOGY	$43,766.50
McComsey, Donna	CAFE WORKER	$10,316.73
McCullin, Gina	COACHES,OFFICALS	$9,262.00
McGrath, Scott	HEALTH/FITNESS	$80,862.71
McLoughlin, Juneanne	SCHOOL/GUIDANCE	$50,410.48
McMaster, Loni	EXTENDED DAY STAFF	$14,580.00
Mei, Marcus	MUSIC	$1,150.00
Melanson, Ashley	2ND GRADE	$85,318.89
Mellekas, James	EXCEL	$84,068.55
	ASST DIRECTOR PUPIL SVS	$18,851.80
Messina, Mary	SUBSTITUTE	$746.25
Meszynski, Susannah	1ST GRADE	$23,485.56
Metallic, Deana	CAFE WORKER	$6,987.65
Miller, Theresa	SPECIAL ED TEACHER	$94,709.54
Milne, Lindsay	ADJUSTMENT COUNSELOR	$92,218.01
Monaghan, Ryan	4TH GRADE	$71,676.71
Monahan, Nolan	SUBSTITUTE	$17,387.11
Money, Kristyn	EXTENDED DAY STAFF	$42,605.66
Moore, Nathan	EVENING CUSTODIAN 2nd	$25,045.20
Moorman-Smith, Gretchen	5TH GRADE	$90,418.94
Moran, Colleen	SPECIAL ED TEACHER	$79,554.94
Morandi, Shawn	4TH GRADE	$72,383.21
Morin, Inga	SCHOOL/GUIDANCE	$40,748.93
Morin, Jennifer	LIBRARIAN/MEDIA	$100,114.58
Morneau, Christina	SPEC ED AIDE	$32,805.01
Mossman, JoAnn	7TH GRADE SCIENCE	$10,000.00
Muir, Justine	DIRECTOR OF PUPIL SERV	$4,472.74
Mullaney, Laura	SPEC ED AIDE	$24,799.17
Mulqueen, Christopher	MUSIC	$650.00
Munroe, Laurie	2ND GRADE	$105,273.01
Murphy, Richard	ASST TECH INT SPEC	$32,518.40
Muscara, Mackenzie	MUSIC	$1,195.00

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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Muse, Sarah	SUBSTITUTE	$1,042.50
Myracle, Germaine	3RD GRADE	$83,911.35
Nally, Sean	COACHES,OFFICALS	$5,354.00
Napolitano, Owen	BUSINESS	$60,771.41
Nevard, Mark	ENGLISH	$105,908.44
Nobrega, Jessica	PRE K (ABA)	$27,148.87
Nolan, Larissa	KINDERGARTEN AIDE	$27,061.66
Normand, Krystyna	SCIENCE	$8,539.44
North, Nathaniel	SCHOOL PRINCIPAL	$118,590.00
Novak, Kristen	RECESS/BUS/LUNCH AIDE	$8,175.00
O'Brien, Juliet	4TH GRADE	$77,790.77
O'Brien, Kellie	ASST. PRINCIPAL	$6,651.36
O'Connor, Alexandra	3RD GRADE	$10,792.12
O'Day, Rebekah	SPECIAL ED TEACHER	$65,994.71
O'Neil, Mary	SPECIAL ED TEACHER	$11,284.94
O'Neill, Kristen	ENGLISH	$62,355.03
Ortiz, Danny	COACHES,OFFICALS	$7,590.00
Osborne, Janelly	WINGS AIDE	$30,440.09
Ouellette, Kathryn	WINGS AIDE	$25,905.25
Paajanen, John	SPEC ED AIDE	$31,017.42
Pack, Jonathon	TECHNOLOGY	$44,166.50
Padilla, Jane	SUBSTITUTE	$1,102.50
Paicos, Lisa	SCHOOL NURSE	$21,171.88
Palazzolo, Jessica	MUSIC	$550.00
Palojarvi, James	DAY CUSTODIAN 1st	$51,342.84
Pantojas, Josue	COACHES,OFFICALS	$3,036.00
Pappas, Charles	MATH	$60,862.35
Parker, Paula	TEAM CHAIRPERSON	$95,912.73
Parker, Samuel	SPECIAL ED TEACHER	$86,837.58
Patno, Derek	TEMP/PT STAFF	$2,880.00
Patria, Jordan	EXTENDED DAY STAFF	$3,007.50
Pavlosky, Derek	EVENING CUSTODIAN 2nd	$45,287.02
Payne, Rena	ADJUSTMENT COUNSELOR	$70,371.91
Pedro, Janine	SPEECH	$89,337.60
Perez, Melinda	COMPASS AIDE	$33,061.50
Perez-Moore, Libia	ENGLISH/LANGUAGE	$61,463.76
Perkins, Marissa	SUBSTITUTE	$22,016.52
Perkins-Cote, Jennifer	ENGLISH	$90,702.76
Perko, Nicole	KINDERGARTEN	$76,346.37
Perrett, Karen	SUBSTITUTE	$1,646.25
Perry, Kendre	DIGITAL LITERACY	$10,172.59
Peterson, Kristin	SPEC ED AIDE	$28,582.18
Phillips, Ava	SUBSTITUTE	$3,307.50
Phillips, Sarah	SPECIAL ED TEACHER	$75,152.42
Pilsbury, Becky	SCHOOL/GUIDANCE	$50,480.80
Pitney, Isabel	MATH	$43,766.50
Popik, Michael	SUBSTITUTE	$1,102.50
Potter, Douglas	SCIENCE	$94,082.44
Pratt, Robin	CURRICULUM/SERV COORD	$104,858.00
Prendergast, Sophie	EXTENDED DAY STAFF	$6,881.25
Proctor, Catherine	3RD GRADE	$66,767.26

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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Quigley, Jaclyn	SPEC ED AIDE	$22,901.63
Quinn, Jared	SCIENCE	$120,006.01
Quinn, Laura	4TH GRADE	$79,125.06
Quinones, Stalyn	SUBSTITUTE	$1,365.00
Quist, Sarah	KINDERGARTEN	$66,579.70
Rabeler, Lorraine	TECH AIDE	$22,437.24
Race, Cynthia	DAY CUSTODIAN 1st	$45,792.94
Ramelli, Gina	SUBSTITUTE	$9,668.75
Ramirez Nunez, Alexis	EXTENDED DAY STAFF	$3,603.75
Ramirez Nunez, Brian	EXTENDED DAY STAFF	$9,862.50
Ramsdell, Jennifer	DIRECTOR OF PUPIL SERV	$134,038.68
Rebholz, Isa	1ST GRADE	$55,037.18
Reed, Samantha	STAR AIDE	$28,289.22
Rembetsy-Brown, Therese	SOCIAL STUDIES	$69,400.64
Rheaume, Melissa	MATH	$80,879.06
Rhoades, Sharon	SPEC ED AIDE	$20,089.73
Ricard, Grace	EXTENDED DAY STAFF	$4,263.75
Rich, Eugene	BUSINESS	$11,347.94
Richard, Julie	LUNCH MONITOR	$2,261.25
Riley, Katrina	KINDERGARTEN	$79,566.21
Rittberg, Alexandra	MUSIC	$900.00
Rivera, Limari	ADJUSTMENT COUNSELOR	$88,682.44
Rixford, Hunter	DAY CUSTODIAN 1st	$14,200.97
Robichaud, Kellie	4TH GRADE	$105,273.02
Robillard, Amie	SCHOOL/GUIDANCE	$38,260.60
Robinson, Jill	TEMP/PT STAFF	$2,190.00
Rochon, Mary	SUBSTITUTE	$2,947.50
Rogers, Pamela	CAFE WORKER	$24,355.72
Rollo, Conner	EXTENDED DAY STAFF	$20,554.53
Romano, Lindsay	SUBSTITUTE	$1,620.00
Romano, Mary Kate	1ST GRADE	$91,936.69
Romano, Owen	SPEC ED AIDE	$1,166.93
Romano, Peter	MATH	$109,093.69
Rouleau Wojnas, Beth	SPEC ED AIDE	$29,674.74
Rouse, Courtney	EVENING CUSTODIAN 2nd	$37,473.30
Roy, Leanne	HEALTH/FITNESS	$110,220.08
Ruschioni, Cynthia	SPEC ED AIDE	$37,082.94
Rushford, Katie	SPEC ED AIDE	$8,939.61
Salvadore, Hannah	KINDERGARTEN	$12,798.03
Santiago, Constancia	MATH	$9,876.29
Sarasin, Tatum	EXTENDED DAY STAFF	$8,216.25
Sargent, Debra	SCHOOL/GUIDANCE	$6,630.00
Schultz, Samantha	PRE K (ABA)	$28,314.00
Seabury, Christina	COACHES,OFFICALS	$7,590.00
Secino, Gregory	TECHNOLOGY	$103,766.92
Senecal, Jamie	PRE K (ABA)	$35,206.34
Seppelin, Gayane	FOREIGN LANGUAGE	$57,152.66
Sharron, Jason	TECH AIDE	$53,263.70
Shattuck, Cole	SUBSTITUTE	$2,493.60
Shattuck, Lori	ASST. PRINCIPAL	$112,138.00
Shattuck, Quin	SUBSTITUTE	$810.00

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EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Shaw, Karen	1ST GRADE	$46,332.45
Shaw, Stephanie	SPECIAL ED TEACHER	$72,312.41
Shea, Abby	SCHOOL NURSE	$41,909.51
Sheehan-Fittante, April	SUBSTITUTE	$682.50
Shenk, Abigail	ENGLISH/LANGUAGE	$45,218.50
Sifert, Eric	5TH GRADE	$94,443.94
Sikora, Sarah	EXTENDED DAY STAFF	$1,353.75
Simpson, Heather	KINDERGARTEN AIDE	$23,621.37
Sinclair, Rachel	MATH	$63,906.23
Slattery, Connor	ENGLISH/LANGUAGE	$61,046.28
Smeltekop, Christopher	GROUNDSKEEPER	$69,764.89
Smith, Katelyn	3RD GRADE	$74,168.34
Smith, Meghan	SUBSTITUTE	$3,018.75
Smolinsky, Wendy	SUBSTITUTE	$1,912.50
Sobczak, Victoria	SPEC ED AIDE	$25,357.50
Soter, Kylie	SUBSTITUTE	$660.00
Sparks, Katharine	2ND GRADE	$78,606.58
Spuria, Melissa	KINDERGARTEN	$63,141.58
St Laurent - Kuehl, Paula	SCHOOL/GUIDANCE	$37,645.88
St Pierre, Danielle	Student Registered Nurse	$70,011.50
Stafford, Jane	ENGLISH	$15,000.00
Stanton, Christine	SPECIAL ED TEACHER	$55,266.35
Stanton, Gail	ACCOUNTANT	$85,850.00
Stark, Adam	MUSIC	$2,000.00
Stefanakos, Paula	ENGLISH	$107,133.28
Steinsaltz, Ariel	MATH	$57,009.91
Stewart, Austin	DAY CUSTODIAN 1st	$52,999.03
Stewart, Todd	SUPERINTENDENT	$196,673.00
Stiles, R Lincoln	SOCIAL STUDIES	$114,599.36
Stone, Angel	PRE K (ABA)	$33,608.33
Stone, Juana	WINGS AIDE	$29,292.80
Stukuls, Amy	SPECIAL ED TEACHER	$102,186.69
Sullivan, Melanie	CAFE WORKER	$18,337.23
Sullivan, Melissa	1ST GRADE	$66,944.29
Surprenant, Julie	DIRECTOR OF FINANCE	$153,420.00
Swanson, Laura	RECESS/BUS/LUNCH AIDE	$9,293.30
Swanson, Sheena	SPECIAL ED TEACHER	$95,360.06
Sylvester, Kristina	PRE K (ABA)	$34,799.71
Szalay, Lawrence	ART	$111,359.08
Tangora, Apple	EXTENDED DAY STAFF	$42,238.25
Tata, Janice	SUBSTITUTE	$5,126.25
Taylor, Kathleen	SCHOOL PRINCIPAL	$125,138.00
Taylor, Nancy	SCHOOL NURSE	$90,935.85
Tedesco, Virginia	ASST DIRECTOR PUPIL SVS	$103,744.62
Terry, Pamela	1ST GRADE	$95,474.29
Terry, Shaun	SUBSTITUTE	$2,913.75
Testa, Aaron	COACHES,OFFICALS	$2,501.00
Theriault, Marc	PHYSICAL EDUCATION	$93,144.70
Thibaudeau, William	RECESS/BUS/LUNCH AIDE	$27,195.53
Thibault, John	COACHES,OFFICALS	$2,501.00
Thibeault, Alex	TECHNOLOGY	$67,483.60

Ashburnham-Westminster Regional School District
Annual Report 2025 | Earnings In Excess of $500 7/1/24 - 6/30/25

EMPLOYEE NAME	PRIMARY JOB TITLE	GROSS EARNINGS
Tobia, Carolyn	ENGLISH/LANGUAGE	$15,528.69
Tobin, Vicki	STAR AIDE	$30,327.52
Toomey, Alanna	SOCIAL STUDIES	$67,614.71
Townsend, Patrick	EVENING CUSTODIAN 2nd	$50,294.16
Trafton, Margaret	CAFE WORKER	$5,352.31
Trippier, Rebecca	SPEC ED AIDE	$24,594.68
Tshudy, Jarrod	3RD GRADE	$58,327.74
Vahey, Kaitlyn	BC BEHAVIOR ANALYST	$71,335.82
Valiton, Zachary	EXTENDED DAY STAFF	$3,048.75
Vallee, Symantha	COACHES,OFFICALS	$3,975.00
Vanegas, Nohemi	FOREIGN LANGUAGE	$58,183.64
Vargas, Giovanni	EXTENDED DAY STAFF	$13,095.00
Vargas, Kelly	CAFE WORKER	$19,290.26
Vautier, Peter	SPECIAL ED TEACHER	$82,333.29
Vera, Aimee	SPECIAL ED TEACHER	$94,969.60
Volke, Kerry	2ND GRADE	$110,993.58
Voyer, Autumn	SUBSTITUTE	$1,595.00
Walsh, Kathleen	SPECIAL ED TEACHER	$88,270.60
Wetherbee, Sara	SPEC ED AIDE	$26,995.12
Whitaker, Katherine	GUIDANCE COUNSELOR	$96,027.61
White, Jacklyn	MATH	$65,848.59
White, Sonia	PRE K (ABA)	$26,808.32
Wiita, David	HEAD CUSTODIAN	$55,179.76
Wilder, Wendy	PRE K AIDE	$29,465.79
Williams, Donna	SUBSTITUTE	$1,575.00
Williams, Ethan	EXTENDED DAY STAFF	$10,297.50
Williams, Gordon	SUBSTITUTE	$3,528.75
Wilson, Breanna	SUBSTITUTE	$13,462.50
Wilson, Kelcey	PSYCHOLOGIST	$87,234.77
Wolloff, Deborah	STAR AIDE	$28,912.10
Wong, Calvin	WINGS AIDE	$31,656.19
Wood, Michael	SUBSTITUTE	$4,277.50
Woodworth, Jessica	SCIENCE	$77,957.02
Wuoti, Amanda	SUBSTITUTE	$1,758.75
Wyson, Grace	SUBSTITUTE	$9,925.00
Yeager Stassen, Natalie	TEACHER	$87,820.10
Young, Jason	SCIENCE	$103,599.69
Young, Philip	EVENING CUSTODIAN 2nd	$47,775.12

Cushing Academy

Established in 1865 and celebrating more than 160 years of excellence since its opening in 1875, Cushing Academy was the first coeducational boarding school in New England, founded by Ashburnham native Thomas Parkman Cushing. In its first year of existence, 122 students were enrolled; most were from Ashburnham, and others came from throughout Massachusetts and neighboring states. Today, there are approximately 390 boarding and day students, representing 31 countries and 30 states.



From its founding through the early 1960s, when the Ashburnham-Westminster Regional School District was established, Cushing proudly served as the town's public school.

Dr. Randy R. Bertin is the Academy's thirteenth Head of School, serving since July 2018. Under Dr. Bertin's leadership, the 163 members of the administration, faculty, and staff work with the Board of Trustees to fulfill the Academy's mission: *Cushing Academy exists for students and develops curious, creative, and confident learners and leaders.*

Cushing students embark on a life-changing journey as they pursue their passions, discover new interests, and make lifelong friends from all over the world. With a focus on support for student learning and growth, Cushing's outstanding faculty offer exceptional academic, artistic, athletic, and student life opportunities, with a wide array of traditional and innovative courses.

Cushing's partnership with the Town runs throughout its history. In the last 25 years, commitments have included contributions of labor and materials for the renovation of the William J. Bresnahan Scouting and Community Center and a gift of $270,000 for the public safety building in 2007. In 2004, when Cushing Academy and the Town agreed to discontinue the use of portions of School/Academy Streets as public ways, Cushing gave for the construction of the public safety building: 5 acres of land on Central Street, a $1.5 million cash payment, and $500,000 payable over 20 years, with the final payment in 2025. In 2021, Cushing donated $50,000 to the Town of Ashburnham to complete the paving of Pleasant Street. In addition, Cushing incurred costs of approximately $168,000 in labor and materials to upgrade the underground drainage system, initial grading, and sidewalk installation for Pleasant Street.

Our Common Journey: Strategic Priorities for Cushing Academy 2025-2030 (www.cushing.org/strategicplan) was launched in 2025, building on the successful completion of the Academy's 2017-2022 Strategic Plan: *Embracing Our Legacy and Positioning for Our Future* (*www.cushing.org/strategicplan2017-2022*). Formed with broad community input from trustees, faculty and staff, alumni, parents, students and friends, *Our Common Journey* charts a path for the next phase of Cushing's journey, anchored by six key pillars: Strengthening Community and Belonging, Developing Curious Learners, Developing Confident Leaders, Promoting Student Health and Well-Being, Ensuring Long-Term Sustainability, and Celebrating School Culture and Legacy.

Cushing Academy is accredited by the New England Association of Schools and Colleges (NEASC) and completed its most recent 10-year review in 2018. Work has begun on the next decennial review, which will take place over the next two years.

A multi-year comprehensive facilities renewal over the last ten years has transformed the Cushing campus and experience. This campus renewal has included the construction of five new dormitories, the Lemieux Family Health and Wellness Center, the Watkins Field House, the renovation of three additional dormitories, expansion of the Fisher-Watkins Dining Commons, and the refurbishment of campus grounds and athletic fields. The Iorio Arena has also been renovated, benefiting the local hockey community that also uses this facility.



This report covers the fiscal year through June 30, 2025.

Cushing alumni are leaders in the fields of the visual and performing arts, athletics, business and other areas and industries. Our students, alumni, and faculty were recognized for many awards, achievements, accolades, and championships in fiscal year 2025. Highlights include:

- 100% of graduating seniors who applied to colleges were accepted, enrolling in more than 65 colleges and universities *(www.cushing.org/academics/college-counseling)*.
- Ten members of the Class of 2025 were inducted into the Cum Laude Society, a national honor society recognizing scholastic achievement.
- Cushing visual artists received 19 awards, including two Gold Keys, from the Scholastic Art & Writing Awards, the nation's longest-running and most prestigious recognition program.
- Cushing poets captured 6 of ten finalist spots in the Beals Prize for Young Poets competition, including 2nd place honors.
- 28 members (30%) of the Class of 2025 from 8 different teams committed to play college athletics at Division I, Division II, and Division III colleges and universities - with one student committing in two sports.
- Cushing's celebration of 100 Years of Hockey culminated in Hockey Night in Ashburnham, looking back to the first official hockey game in January 1925 against a squad of freshmen from Harvard University on a makeshift rink. In its proud history on the ice, Cushing has won six hockey championships and developed more than 400 collegiate players, ten NCAA champions, nine Olympians and seventeen NHL stars.
- Current professional athletes Joey Daccord '15, Conor Sheary '10, and Marc McLaughlin '17 (NHL); Cam Lund '22 (AHL); and David Duke '18 (NBL) are part of the long line and proud tradition of Cushing Penguins over many years that also includes nine Olympians. Among other Penguin highlights: Ryan Warsofsky '07, Head Coach of the NHL San Jose Sharks, was also Head Coach of Team USA at the 2025 Men's World Championships, earning a Gold Medal; Brett Peterson '04 is an Asst. GM in the NHL; and Stone Evans '24 represented Team Jamaica at the 2025 World U20 Lacrosse Championships.
- Penguins saw exciting playoff and tournament play throughout the year: Varsity Field Hockey were Quarterfinalists in the NEPSAC Tournament, and Varsity Cross Country participated in the Division III Championships. In Ice Hockey, Boys' Varsity were NEPSAC Elite 8 Champions and Girls' Varsity were Elite 8 Quarterfinalists. Girls' Varsity Basketball played in the Rose Classic Tournament; Boys' Prep Basketball were NEPSAC AA Semifinalists and played in the Lawson Invitational at TD Garden; and Varsity Alpine Skiing placed 2nd in NEPSAC Championships. Varsity Softball clinched the NEPSAC Championship title; Baseball were the #4 Seed in the Central New England Prep Baseball League; Boys' Lacrosse were NESLL Semifinalists; Track and Field placed in the New England Championships, and two golfers placed in the Pippy O'Connor Golf Tournament.
- 39 student-athletes across 17 teams won a variety of league and tournament accolades.
- More than 100 alumni played sports at the college level during the '24-'25 academic year.

Cushing Academy is proud to be located in Ashburnham and to participate fully in the Ashburnham community:

- An annual tradition, students and faculty again donated food items, clothing, bedding, housewares and supplies to the Ashburnham Food Pantry and Community Closet.
- In both the spring and the fall, Cushing again hosted the Special Olympics Young Athletes program, an early childhood play program for children ages 2-7 with and without

intellectual disabilities, with 40 Cushing students volunteering. Young Athletes introduces basic sport skills, like running, kicking and throwing and offers families, teachers, caregivers and people from the community the chance to share the joy of sports with all children.

- Continuing a proud tradition, the entire Cushing community spent a full day in April 2025 caring for others through acts of service on the 22nd Annual Tony Fisher Day of Service. Each year, the entire student body and faculty engage in a day of community service, working on projects locally and beyond. This year's many sites encompassed work in the Town of Ashburnham including Stevens Memorial Library, New Dawn Arts Center, and John R. Briggs Elementary School; at five state parks, land trusts, and camps; four community organizations; four food banks; two churches, and Henry Heywood Hospital.
- Cushing students and faculty once again participated in the *Scouting for Food* drive over three weeks, to support the Ashburnham Food Pantry and the South Ashburnham Food Bank: preparing and distributing donation bags, picking up the donations, and then sorting and delivering the donated items.
- Cushing provided free hot chocolate and cookies for the Ashburnham Tree Lighting and provided an hour of free community skating.
- Cushing was once again a lead sponsor of the Celebrate Ashburnham Street Fair, with a donation of $3,000. The Cushing food truck, "the Raft," provided free treats, and students and staff also volunteered at the event, with an arts and crafts activity booth run by the Cushing Art Club.
- Cushing is pleased to sponsor a variety of local organizations, teams, and clubs, with sponsorships totaling $1,825, including: Overlook Middle School, Ashburnham Conservatory, JR Briggs Elementary, Friends of the Stevens Memorial Library, Westminster Baseball, New Dawn Arts Center, and Ashburnham Youth Baseball & Softball.
- Many members of the faculty and staff serve as volunteers with local organizations, including Ashburnham Town committees, schools, community organizations, and churches.
- Cushing continues to offer Girling Field for use by Life Flight for medical evacuations.
- Cushing continues to welcome on-duty Ashburnham Police Department and Ashburnham Fire Department personnel to meals in the Fisher-Watkins Dining Commons, at no charge.
- The Academy is pleased to welcome the Ashburnham community to campus for performances and athletic events.
- Cushing has been pleased to host events and to offer facilities for free or at greatly reduced rates to area organizations. Typical community opportunities at Iorio Arena include discounted ice time for the Oakmont Regional High School Ice Hockey Team and priority booking opportunities for Oakmont and North Central Mass Youth Hockey.
- Oakmont students were among participants from 16 schools in the Girls In Sports Leadership Summit hosted by Cushing.

During 2025, Cushing Academy provided approximately $15 million in economic impact to Ashburnham and the surrounding communities.

This economic impact took the form of:

- In 2025 Cushing Academy had a payroll of over $11 million; over 48% of the total payroll was paid to Ashburnham residents. Another 24% was paid to individuals who lived in neighboring towns/cities.

- Cushing Academy paid $2.8 million to over 175 vendors, suppliers and independent contractors who reside or conduct business in Ashburnham or its surrounding communities. Our three most highly paid vendors –including the Town of Ashburnham itself – received a total of $1,150,000, and all proudly call Ashburnham their primary place of business.
- It is conservatively estimated that in 2025, Cushing Academy students, faculty, and staff spent approximately $300,000 patronizing local businesses and vendors, primarily in the town center. (This assumes that half of Cushing's 390 on-campus students and 75% of its approximately 200 residents and employees spent $20 per week for approximately 44 weeks, including its Summer Session.)
- In addition, well over 1,000 parents, guests, alumni, and prospective families visit the campus throughout the year for events including Commencement, Family Weekends, games and performances, and Alumni Weekend. While it is not possible to calculate the amount spent, they also support Ashburnham and the surrounding area businesses while visiting for these events.
- Cushing Academy provides $330,000 in grants and scholarships to enable 9 local students to attend the Academy.
- Cushing Academy employs 37 individuals who own homes in Ashburnham. These families provide over $212,000 in real estate taxes to the town.
- A $126,750 grant to the Town of Ashburnham Police Department to provide for a second police officer on the overnight shift, providing greater public safety to all residents of Ashburnham. During April 2021, Cushing committed to providing this funding for another three years, through June 30, 2024, and this commitment has now been renewed through June 30, 2027.
- Cushing Academy paid over $9,300 in permit and service fees to the town.

Cushing Academy is a proud partner of the Town of Ashburnham, and we look forward to continuing to work together.

Planning Board

To the Honorable Select Board and residents of the Town of Ashburnham:

The Ashburnham Planning Board consists of five (5) elected members and one (1) appointed Associate Member. The Board is responsible for the review and issuance of permits for proposed development projects, e.g. Approval Not Required (ANR) Plans, i.e. plans for which Approval is Not Required under the MA Subdivision Control Law; Low Impact Developments (LID); Site Plan Reviews of Municipal, Institutional, Recreational, Commercial, and Industrial facilities; Subdivisions (Preliminary and Final); and activities affecting the Town's 'Scenic Roads'.

The Board is responsible for the issuance of House Numbers and serves as the Special Permit Granting Authority for Accessory Dwelling Units, Common Driveways, and Open Space Residential Developments (OSRD). Collectively, actions of the Planning Board are governed by the MA Zoning Act (MGL Chapter 40A), the MA Subdivision Control Law (MGL Chapter 41, Sections 81K – 81GG), and the Ashburnham Municipal Code consisting of its Bylaws and Regulations.

A summary of the Planning Board's activities for calendar year 2025 follows. Details of these actions and the public's involvement in the Board's decision-making processes are set forth in the Board's published meeting minutes.

Endorsed eight (8) ANR plans;

- Issued one (1) Scenic Road Permit;
- Issued one (1) Common Driveway Special Permit;
- Issued four (4) Site Plan Approvals, including site plan modifications for the Evokanna marijuana cultivation/processing facility @14 South Pleasant Street, the replacement of the existing lodge building @Camp Winnekeag, the replacement of handicapped parking spaces @Stevens Memorial Library, and construction of the residential treatment facility for adolescents with non-acute mental health at 216 Lake Road;
- Issued a denial for the Preliminary Subdivision Plan for the proposed 5-lot Rail Trail Commons off Turnpike Road;

  With respect to Rail Trail Commons, the Board subsequently conducted a pre-application review of a revised residential subdivision/Open Space Residential Development off Turnpike Road;
- Continued to coordinate with the Bylaw Review Committee with respect to potential revisions to the Town's bylaws;
- Conducted public hearings regarding proposed bylaw revisions; and

- Drafted warrant articles pertaining to FEMA-mandated floodplain bylaw revisions, and State-mandated bylaw revisions with respect to accessory dwelling units and the Multi-Family Overlay District (MFOD) for consideration at the Annual and Special Town Meetings.

Behind-the-scenes tasks were no less rewarding. Upon being elected to the Board in April 2024 and Board Chair soon thereafter, I assumed I would find the Board's Town Hall office and cabinet/computer files in some semblance of reasonable order. On the contrary, chaos ruled and apparently had for decades. Accordingly, as witnessed and encouraged by land use office mates Sarah Culgin and Katie Guertin, I spent day-after-day over many weeks and months during the past year organizing the Board's office and file systems, and recycling never/no longer relevant documents and file folders. The Board's map files are next on my review list, but all should be in order by early 2026.

In closing, we would like to thank Sean St. Cyr (who decided not to seek reelection) for his years of service as a member of the Planning Board, and to welcome Matthew Lafferty, who was elected to the Board in early 2025.

As before, the Board expresses our thanks to Sarah Culgin, Zoning Enforcement Officer /Building Commissioner. Sarah has been and continues to be instrumental in helping the Board understand and resolve zoning and other related issues. The Board also expresses its appreciation to Katie Guertin, Conservation Administrator, for her insights regarding projects necessitating Board and Conservation Commission coordination.

Lastly, on behalf of the Board, it's clear that for purposes of efficiency, accuracy, consistency, and effective management, our overall duties and responsibilities need to be centralized. Presently, the Board's administrative tasks are distributed amongst multiple Town Hall staff, depending upon availability. The Town Clerk, Executive Assistant to the Town Administrator (TA), Conservation Administrator, and occasionally the Assistant Treasurer, however, should not be responsible for tasks required by the Planning Board.

While my real-life employment days have passed, other Board members are fully employed and cannot afford the time to assist in either the administrative or professional tasks required of the Board. Thus, in the absence of any planning-related staff, I'm responsible, by default, for all other Board matters, e.g. office organization (as noted above), agendas/meeting minutes, review of permit applications, coordination with applicants and prospective applicants, the drafting of permits, preparation of annual reports, and coordination with the Bylaw Review Committee, Select Board, Town Counsel, and other agencies particularly with respect to revisions to the Town's Bylaws and the preparation of warrant articles for Annual/Special Town Meetings.

Expectedly, there will come a time (likely sooner than later) when no one on the Board will be able to fully undertake all requisite Board tasks. This undeniable event needs to be addressed now, not when or after the inevitable occurs.

I've discussed this matter with the TA and thank him for taking the time to explain the current 'state-of-affairs', most notably vis-à-vis municipal finances and other municipal staff needs. Nonetheless, while constraints exist, the hiring of a Town Planner soon will be required relative to the performance of Planning Board activities and, potentially, grant writing and

other tasks. This fact needs to be acknowledged by the TA and Select Board, and funds allocated accordingly.

The Planning Board has a great deal of information on the Town's website www.ashburnham-ma.gov.

Meeting agendas and minutes may be viewed at www.mytowngovernment.org/01430.

The Planning Board typically meets on the 2nd and 4th Wednesday evenings at 6:00 PM in the lower-level meeting room in Town Hall. The public's attendance is always welcome.

Respectfully submitted,

Marshall W. Dennis, Chair
Anthony Orlando, Vice-Chair and Clerk
David Perry
Carl Gustafson
Matt Lafferty
Patricia Ross, Associate Member

Select Board Liaison: Abby Arpano

Bylaw Review Committee

To the Citizens of Ashburnham:

The Ashburnham Bylaw Review Committee (BRC) is a 3-7-member ad hoc advisory committee appointed by the Select Board for the purpose of comprehensively reviewing and making recommendations to re-codify, amend, eliminate or add to the Town of Ashburnham bylaws.

The BRC typically meets on the 1st and/or 3rd Thursday evenings and as needed during the year. The current six (6) appointed members represent various town boards, committees, and members at large. In 2025, at the BRC's request to address specific topics being work on, the Select Board approved modifying the structure of the BRC to include a designee of the Ashburnham Economic Development Commission (EDC). The other members are: one designee by the Select Board, one designee by the Planning Board (PB), one designee by the Zoning Board of Appeals (ZBA), the Zoning Enforcement Officer/Building Commissioner (or an employee of the town, preferably from Land Use). The remaining two shall be at-large members with preference given to those with experience in related fields.

The town retained the services of General Code to codify all town bylaws and regulations into one document and to provide an interactive searchable web-based document using the eCode platform, accessed through the town website, which went into use during 2023. In addition, General Code reviewed our existing bylaws for technical errors, inconsistencies, and lack of clarity and submitted a report consisting of hundreds of queries to which the Bylaw Review Committee is to research and respond, with the assistance of relevant town boards and staff. The committee began reviewing and responding to the eCode report continuing into 2025 with the intent of presenting all necessary corrections and clarifications in response to General Code's report for adoption by the various boards or at an upcoming Town Meeting when applicable.

As a MBTA "Adjacent Small Town" Ashburnham was required to comply with requirements of the MBTA Communities/Section 3A Multifamily Zoning Law enacted by the MA legislature with a deadline for compliance of 12/31/2025. Not meeting this date would put at risk Ashburnham's eligibility for receiving many state grants.

The Bylaw Review Committee, asked by the Select Board to lead this effort, was assisted with a grant awarded to the town by the Montachusett Regional Planning Commission (MRPC). Joe Boyle, principal planner, provided significant expertise and support in this effort to ensure the town optimized the solution while fully meeting all requirements.

A preliminary compliance review of the town's proposed solution was performed by the Executive Office of Housing and Livable Communities (EOHLC). All feedback received was incorporated into the final solution.

The BRC was focused on developing and obtaining support for a compliant solution to the MBTA Communities Act legislation from March through October. Information sessions were held in April, June, and September with a public hearing held in August. Additionally, the BRC manned the information booth at Celebrate Ashburnham and provided informational handouts and responded to

questions by citizens regarding the proposed solution. All of the efforts proved worthwhile when the multi-family overlay district zoning amendment was passed at the October 27th special town meeting. The final application was submitted to the EOHLC in December, thereby meeting the end of December deadline required to remain in compliance.

Other bylaws that the BRC, with input from residents and other committees, is either currently or planning to revise or update for presentation at future public meetings include but are not limited to: a revised zoning map eliminating the "W" district and defining watershed protection zones; changes clarifying responsibilities for medical and adult use marijuana site plan approvals; accessory dwelling unit updates to reflect recent State Law changes; assembling a schedule of fees in a separate document from the bylaws; signs; noise; light; multifamily zoning; and MBTA Community zoning changes to comply with new State Laws; as well as other tasks the Select Board may assign.

BRC members thank Rosemarie Meissner, who joined the committee as the EDC designee in 2025, for all her insight and contributions to this committee. Additionally, BRC members thank Walt Meissner, who served on the committee since its inception initially as the designee of the Planning Board and more recently as a citizen at-large member, for all his contributions to this committee. We wish Walt much success in his new position as Town Moderator.

Respectfully given,

Roger Hoyt, Select Board Designee - Chairperson
Dave Perry, ZBA Designee - Vice-Chairperson
Patti Ross, Planning Board Designee - Clerk
Sarah Culgin, Building Commissioner
Magdalena La Battaglia, Member-at-Large
Abby Arpano, Select Board Liaison

Conservation Commission

To the Honorable Select Board and the residents of the Town of Ashburnham:

The Ashburnham Conservation Commission was created in 1962 pursuant to MA General Law Chapter 40, Section 8C, i.e., the Conservation Commission Act of 1957. The Commission is a five (5) member board, which is currently full.

During the 2025 calendar year, the Commission held nineteen (19) meetings, reviewed approximately thirty-seven (37) applications, and worked with numerous applicants, lake associations, land trusts and State agencies. The steady workload included the processing of seventeen (17) Determinations of Negligible Impact, eight (8) Requests for Determination of Applicability, twenty (20) Notices of Intent, nine (9) Certificates of Compliance and closed out one (1) enforcement order after achieving compliance with the applicant. The Commission continued to work on the State and Federal land grants to protect two iconic, old farm properties with large tracts of forest. (Kerlinger and Timberlost), reviewed potential violations, and conducted many site visits for the various applications mentioned above.

The Commission also worked to revise their Wetlands Protection Bylaw regulations. Additional wetland resource protection setbacks went into effect on June 9th 2025. These include a 25 foot no disturb setback from the edge of wetlands, a 30 foot no pavement setback and a 50 foot no building setback from the edge of wetlands.

We ask all residents to remember that any activity proposed or undertaken within a wetland resource area and/or buffer zone, which will remove, fill, dredge or alter that area will require review and approval from the Conservation Commission. Some of these activities include, but aren't limited to:

- Tree cutting / Vista pruning'
- New docks and repairs to/new waterfront retaining walls and other facilities
- Soil disturbance such as for septic systems, foundations, and deck footings
- New construction and re-construction of existing structures

If you believe, or are unsure if a permit is required, please contact the Conservation Office at 978-827-4100, Ext.115, or inquire via e-mail to kguertin@ashburnham-ma.gov to determine the need for prior Commission approval.

The Conservation Commission meets on the 2nd and 4th Monday of each month. To meet with or speak with the Commission, please contact the Conservation Office.

Respectfully submitted by the Conservation Commission,

Katie Guertin, Agent
Fred Sellars (Chairman)
Chris Picone
Andrew Henderson
Catherine Laramie
Anna Wilkins
Magdalena La Battaglia (Associate member)

Board of Health

To the Honorable Board of Selectmen and the Citizens of Ashburnham:

The Board of Health typically meets the first Monday of every month. If any resident would like to discuss a matter dealing with a public health issue, they may contact the Board of Health Office at 978-827-4100 x116 to schedule a hearing or request a Board member to return their call. You can also contact the Health Agent on Tuesdays and Thursdays from 9:00–10:00am at the same number, or any day of the week at 978-772-3335 x307. We also encourage you to visit our website, which has useful information.

We continue to monitor all regulations within the jurisdiction of the Board of Health. The Nashoba Associated Boards of Health annual report outlines what the Board has permitted for 2025. The Board, with the help of the Nashoba Associated Boards of Health and Westminster Pharmacy, also held a seasonal vaccine clinic.

The Board also completed several drills relative to their Emergency Operations Plan, which outlines the procedure for opening and operating an Emergency Dispensing Site. The Board is always looking for volunteers to assist with this operation, should it need to be opened and staffed. Please contact the Board if you are interested in becoming a volunteer.

This year, the Board reviewed all of their Regulations and, as a result, revised their septic, well, and solid waste hauler regulations. All of these regulations have been posted on the Board of Health website, and we encourage all to review the changes. Please be aware that the well regulations now require a water test prior to property transfer. If you plan on putting your house up for sale, be sure to address this requirement early to avoid any surprises as your closing approaches.

As a reminder to citizens, if you have your garbage picked up, please make sure the company you choose holds a permit from the Ashburnham Board of Health. The permit allows the company to collect and transport residential and commercial solid waste in Town. Waste generated by one’s own household and construction and demolition debris are exempt from the requirement to hold a license. A list of approved haulers can be found on the Town website.

Respectfully,

Glenn Hathaway, Chairman
Dr. F. John McLaughlin
Scott Sibley
Patrick Durkee
Thomas Flanagan

Nashoba Associated Boards of Health

Nashoba Associated Boards of Health continues to serve the Ashburnham Board of Health in meeting the challenges of environmental and public health needs in your community.

In 2025, the Nashoba Associated Boards of Health (NABH) continued to advance regional public health through the ongoing support of two key grants: the Public Health Excellence (PHE) Grant and the Contact Tracing and Case Investigation (CT/CI) Grant.

The PHE Grant has enabled the onboarding of staff over time, including two Health Agents, an Education/Communication Specialist, and part- time staff to help with food inspections and manage the grant; the CT/CI Grant has further supported NABH by funding a full-time Public Health Nurse. Staff provided by these grants have enhanced NABH's ability to provide inspections, community outreach, and health education, fostering a more robust and adaptable public health infrastructure across participating municipalities.

In response to the closure of the Nashoba Valley Health Center and the Massachusetts Department of Public Health's new public health services delivery model, Foundational Public Health Service (FPHS), the Association contracted for a Community Health Needs Assessment (CHNA) to better understand the needs of our community; the contractor delivered their report at the end of December. The work was made possible by the CT/CI Grant.

Together, these grants have strengthened NABH's ability to meet evolving community needs, improving disease surveillance, emergency preparedness, and equitable access to high-quality public health services. Through a collaborative and resource-sharing approach, NABH has built a resilient and modern public health system that continues to effectively serve all member communities.

Environmental Health Department

The Nashoba Sanitarian serving your community is always available at our Ayer office and has regular hours in the Town Hall to serve your residents and work with your Town Hall staff.

Food Service Licensing and Inspections: 27

This office licenses, inspects, responds to complaints and conducts follow-up on concerns in licensed operations. Our staff review plans for new/renovated facilities to ensure they are constructed in accordance with the Food Code.

Recreational Permitting and Inspections: 13

This office licenses, inspects, and responds to complaints regarding recreational camps for children, bathing beaches, and public and semi-public pools. We sample bathing beaches weekly, providing the results to community partners to ensure swimming only occurs at the public and semi-public beaches which meet State regulations.

Housing & Nuisance Investigation: 12

This office inspects dwelling units for compliance with the State Sanitary Code upon complaints, and prior to occupancy. We issue orders to affect corrective actions, reinspect, and initiate legal action if necessary. Similarly, complaints from residents concerning unsanitary conditions, environmental concerns and/or pollution are investigated and actions taken as required.

Title 5 related work – On-site Sewage Disposal

We received 17 applications for soil testing (testing necessary for the design of a sewage disposal system) and witnessed 82 tests performed (perc tests and soil evaluation holes). We have received 32 applications for sewage disposal systems and reviewed 36 plans for new and replacement systems.

Our office prepared 29 sewage disposal system permits for the Board's review and approval: 13 for new construction and 16 for the replacement of failed systems. We conducted 81 inspections during the construction of sewage disposal systems.

We provide consultation to your residents on matters relating to sewage disposal systems (operations, inspection and expansion (including the proposed accessory dwelling units (ADU)). As part of this work, we reviewed 58 Title 5 inspection reports.

Private Wells

We reviewed water quality and quantity reports and interpreted the results for your residents. As water quality awareness has increased, we have assisted communities with systematic water testing programs (generally upon property transfer); providing consultation and direction on how to comply with local requirements.

Private wells are regulated by local regulation, and we issued 13 permits for new and replacement private water supply wells.

Rabies Clinics

The number of residents attending our community clinics has dropped. Understanding the importance of service, we have offered regional clinics to ensure convenient access to a clinic.

Community Health Nursing

Nashoba's Community Health Nursing program provides an essential public health service to its member communities guided by the American Nurses Association (ANA) Standards of Public Nursing Practice. Our nursing team underwent significant changes this year, a retirement and staff moving to new positions. As of the end of 2025 the nursing team has been rebuilt, and we are working quickly to restore services while remaining adaptable to changes requested by our member communities and to meet the obligations outlined in the FPHS. Town Nurse Hours were "on pause" July through December 2025 while we re-built our public health nursing team.

During this time, the core, State-mandated communicable disease case investigation and reporting continued.

The Nashoba nursing team reviewed, investigated and reported on all mandated communicable and infectious diseases (including respiratory diseases) while working closely with the Massachusetts Department of Public Health's (MDPH) epidemiology team. Though this daily reporting and investigation work is not always visible, it is vital to protect the public from the spread of disease and includes:

- Working with MDPH and local Boards of Health to identify and manage clusters of disease/exposures in the district.
- Working with school nurses and childcare providers in the district to provide information, offer advice, and support.
- In conjunction with our Health Agents, we work with individuals in challenging living conditions (unsanitary, hoarded) to facilitate services to mitigate situations that would allow an individual to remain in their home.
- We work with Councils on Aging, community outreach workers, and other staff in town to help residents find services they need.

Communicable Disease Number of Cases investigated:	
Babesiosis	1
Calicivirus/Norovirus	3
Group B Streptococcus	1
Human Granulocytic Anaplasmosis	1
Influenza	82
Legionellosis	1
Novel Coronavirus (SARS, MERS, etc)	25
Salmonellosis	1

The Nashoba nursing staff provided monitoring and guidance to travelers and residents testing positive for TB infection (not contagious) throughout the district this calendar year and have also been managing **2** active TB cases in the District during 2025. The towns in the Nashoba District fall into a **LOW RISK TB** category (as defined by MDPH).

In addition to the mandated disease surveillance and reporting, our staff serves as a resource to the community, addressing questions and concerns from the public on a variety of health and safety issues (immunizations, head lice, chronic disease management, safe drug/sharps disposal etc.) in a variety of ways including:

- Monthly town nurse hours were offered from January through June 2025 and were "paused" July through December while we rebuilt our Public Health Nursing team. Nashoba nursing staff conducted town nurse hour events this year, including 6 in Ashburnham. Town nurse hours include an opportunity for blood pressure checks, diet/nutrition information and teaching, medication review, and assistance with identifying and coordinating community resources and referral as needed.

- In 2025 we partnered with local pharmacies to offer our seasonal vaccine clinics, expanding vaccine availability with COVID and RSV vaccines in addition to influenza and preserving local public health funding and capacity. In collaboration with these pharmacies, we conducted 11 vaccine clinics throughout the district vaccinating 1019 attendees and providing 1,498 vaccines.

- The nurses are available to make home visits to make general assessments, assist with coordinating care and services, provide support/teaching and make referrals to other local community resources.

- Nashoba has offered community outreach and educational programs covering topics such as disease prevention, chronic disease management, emergency preparedness, mental health awareness, and overall wellness. We continued to offer grief support group availability.

- Nashoba staff attend and regularly participate in collaborative meetings, trainings, and conferences to keep current with the latest developments in local public health.

- Nashoba staff facilitated several meetings with key stakeholder groups to promote partnership, encourage strong regional communication, and foster working relationships. This has helped to identify common goals and guide future public health initiatives and outreach.

Community Health- Communications and Public Health Education Summary, 2025

The Public Health Educator/Communications Specialist (PHE/CS) role has continued to evolve since its inception in Sept 2021 to best support the needs of the district. In the past year, the PHE/CS has been communicating timely and relevant public health information to towns and stakeholders and providing educational opportunities across the district with a social determinants of health (SDOH) lens. This work has included:

- Providing community educational opportunities to residents both independently and collaboratively with the PH nursing team based on community need- Harm reduction, emergency preparedness, positive aging, etc.
- Serving as project lead for a community health assessment from June to December, integrating contractor management, stakeholder engagement, communications, marketing, and logistical planning
- Partnering with CHNA9 and THFCM to launch a local Nashoba Health Equity Micro-Coalition supported by the NABH Shared Services Coordinator
- Maintaining up-to-date distribution lists, communicating within the district via channels such as quarterly newsletters, regular email updates, etc. pertaining to public health news, information, and events such as vaccine and rabies clinics. Continuing to explore and evaluate communication methods to reach as many community members as possible.
- Maintaining social media presence to reach more people in district with current, relevant, and seasonal public health information. Serving as a resource for community members with public health related questions across a broad range of topics
- Overseeing and administering a grant and donation-funded community grief support program

- Offering and instructing adult mental health first aid certification courses for municipal staff, community volunteers, and other groups serving NABH region residents
- Providing education and advocacy related to harm reduction, treatment and de-stigmatization of substance use disorder
- Serving on the Governor's Nashoba Valley Health Planning Working Group to identify data and community-driven local priorities for closing critical healthcare gaps
- Organizing technical assistance and resource-sharing meetings for municipalities related to opioid abatement settlement funds, with a fully executed IMA between 7 towns realized in 2025
- Collaborating with the new Shared Services Coordinator to maximize resources and identify opportunities for capacity building
- Building and maintaining relationships with stakeholders through meetings and attending community events to represent NABH
- Serving as the primary administrator for NABH's annual vaccine clinics in our first year partnering with a pharmacy
- Attending trainings with an emphasis on health equity and public health service regionalization.
- PHE/CS has utilized an SDOH lens to identify health inequities that most impact the NABH region to focus efforts and collaborate with community partners to lessen these gaps.
- Developing educational and communications materials for district and individual towns by request, including print, electronic, presentation, and TV/news media materials. Publishing the first NABH regional Annual Report document
- Maintaining and improving upon the NABH website to keep info relevant and accessible
- Co-organizing events to facilitate the exchange of information, such as a springtime Social Services Networking Fair

Zoning Board of Appeals

The Zoning Board of Appeals has heard the following appeals during Calendar Year 2025:

Appeal No.	Applicant/ Address	Hearing Date	Decision Date	Relief Sought	Action
25-01	Thul Tea, 149 Ashby Road (Map 66 Parcel 31)	2/26/25	2/26/25	Allow an accessory building to be located within the required front side setback requirements from Section 4.1.2	Grant Special Permit under section 1.2.2C & 1.2.1C **Conditions:** Shed not closer than 15' to road. Shed not closer than 8' to side lot. Location should be approximately where the previous barn was located.
25-02	Evokanna Laps LLC., 14 S. Pleasant St. (Map 58 Parcel 91)	05/21/25	05/21/25	Modification of existing Variance 19-06. New plans submitted in 2025 changing the relief setbacks from Section 5.18.7(h)	Grants Variance 25-02 per plans submitted
25-03	Richard Hanks / Virginia McNiff Williams Road (Map 20 Parcel 81A)	9/6/25, 9/18/25 10/10/25	10/10/25	Allow a building lot that requires a Variance from Section 4.1.2	Grant Variance w/conditions **Conditions:** Full compliance with Conservation. House not to exceed 2000 sq.ft. excluding garage. Mean grade not to exceed 35' Per the plans submitted
25-04	Jacqueline Calderon 2 Pine Ave (Map 52 Parcel 44)	11/19/25	11/19/25	Allow an addition that requires a SP from Section 1.2.2 & Section 4.1.2 requires a SP from Section 1.2.2B	Grant Special Permit w/ conditions **Conditions:** Per the plans submitted. No closer than 21' to the East property line No closer than 16' to the West property line Height not to exceed 35' mean grade

Appeal No.	Applicant/ Address	Hearing Date	Decision Date	Relief Sought	Action
25-05	Benjamin Builders Inc (Alexandria Dougan) Houde Ave/ Wood Path (Map 52 Parcel 97 / Map 52 Parcel 98)	2/4/25		Allow construction of a Single Family Home on combined lots. This requires Grandfathering and/or SP/Variance from Section 4.1.2 (1.2.2).	To Follow…..

Respectfully submitted,

David Perry, Chair
Terry Girouard,
Rich Archer,
Elaine Membrino
Bob Fichtel

Building Commission

2025 Annual Report

To the Honorable Select Board and the citizens of Ashburnham:

Purpose of Building Permits	No. of Permits	Fee	Estimated Value
New 1 & 2 Family Dwellings	11	$49,687.00	$4,577,674.00
Additions/Alterations/Accessory Buildings	171	$58,704.00	$5,511,055.00
Commercial, Industrial, Municipal	4	$3,355.00	$299,379.00
Solar	1	$292.00	$29,250.00
Swimming Pools	4	$809.00	
Stove Permits	8	$425.00	
Demolition	5	$500.00	
Total	**204**	**$115,228.00**	**$11,026,618.00**

Fees Collected 2025		
Building Permits	204	$115,228.00
Electrical Permits	139	$14,155.00
Plumbing & Gas Permits	113	$12,380.00
Total	**456**	**$141,763.00**

Respectfully submitted,

Sarah Culgin
Building Commissioner
Zoning Enforcement Officer

Sealer of Weights and Measures

To the Honorable Board of Selectmen, Town Administrator, and Citizens of Ashburnham, as the Sealer of Weights & Measures, I submit the following activity report for the calendar year beginning January 1, 2025, to December 31, 2025.

Scales	5 Inspected
	5 Sealed
Fuel Pumps	15 Inspected
	15 Sealed
Fuel Oil Trucks	7 Inspected
	7 Sealed
Ashburnham Market	Closed



Salary:	$3,065.00
Total Fees Collected:	$850.00

Also, I attended the two-day annual conference of the Massachusetts Weights & Measures Association held in September. This conference included training and briefings on regulations and procedures to maintain my certification. Additionally, I am a member of the National Council of Weights & Measures, from which I receive technical manuals and training materials.

Special thanks to the Town Hall staff for their assistance and support during the year.

Respectfully submitted,

Steven E. Slocum
Sealer of Weights & Measures

Council on Aging

The Ashburnham Council on Aging (COA) marked 15 years of hosting seniors at Town Hall in 2025. The COA Board and Director continue to provide services and oversee the budget to meet the needs of our senior community.

Services and Programs
The COA supports seniors through advocacy, assistance with healthcare and benefits (Medicare, MassHealth, SNAP, fuel assistance, SHINE counseling), transportation, and education on scams and community resources. The Senior Center is open Monday–Thursday, 9:00 AM–2:00 PM.

Key programs include:

- **SHINE Counseling** – Free healthcare information and Medicare counseling.
- **Tax Rebate Work Off Program** – Three seniors participated this year, earning up to $1,500 in tax credits.
- **Meals on Wheels** – 1645 meals delivered in 2025, coordinated by MOC with volunteer support from GAAMHA.
- **Coffee with a Cop** – Well attended discussions on mental health, scams, and community safety.
- **Fitness** -- Weekly sessions promote strength, balance, and overall wellness for seniors.

Growth and Engagement
Over 60 newcomers visited the Senior Center this year, with 77 attending the annual Thanksgiving luncheon. New programs included the return of BINGO, alongside pickleball, fitness, crafts, art, line dancing, game day, luncheons, and presentations.

Durable Medical Equipment Loan Program The Center maintains a durable medical equipment loan program, providing residents with access to items that support independence and daily living needs.

Newsletter Distribution The Center distributed 4,200 newsletters in partnership with LPI Publications. This effort was funded through advertising revenue and a grant from the Executive Office of Age and Independence.

Transportation
We recognize our dedicated COA van drivers who go above and beyond serving seniors and town residents. MART through a grant, provided free senior transportation through December 2025 and is developing rideshare software with My Senior Center. Montachusett Regional Transit Authority has been competitively selected to receive a State Fiscal Year 2026 Transit Connectivity Grant award for the Winchendon–Ashburnham Community Connector project, in the amount of $252,905.

Homebound Visits
The COA Director visits homebound residents to assess needs and connect them with appropriate resources, ensuring that vulnerable seniors remain supported and engaged.
Ashburnham Police Department Collaboration

The Ashburnham Police Department has been instrumental in communicating community needs and collaborating with the COA to strengthen outreach and ensure residents receive timely assistance.

Funding and Thanks

The COA is supported by the Town budget, Formula Grant funding from the Commonwealth, MART, and generous partners, including a small Foundation for the Elderly in Gardner. A $990 grant from Martap (Massachusetts Rural Assistance Program) through MassDOT funded a new laptop.

We extend thanks to our new Town Administrator John Coderre, town departments, and numerous community partners, including Oakmont School, the Ashburnham Food Pantry, Lions Club, Making Opportunity Count (MOC), Police and Fire Departments, GAAMHA, Gardner CAC, Stevens Memorial Library, and many others.



Council on Aging Members:

Elle Baker - Chair
Ginny Driscoll - Secretary
Janice Avery -Vice Chair
Marcy Corby - Member
Betty Bushee - Member
Paula Gorrell - Member
Mary Lajoie - Member
Joanne Descoteaux – Member

Respectfully Submitted,
Janet Robbins, COA Director

Recreation Committee

To the Residents of Ashburnham and the Select Board,

The Ashburnham Recreation Committee strives to enhance the quality of life for all residents, strengthening our community bonds while promoting health and wellness. The committee offers programming and amenities for all age groups, and is committed to expanding its offerings.

Recap of 2025 Activities

The Annual Winter Bonfire sponsored by the Fitchburg Sportsman Club at Swallow Hill was held again in February. Ice skating was available on the pond along with cookies and hot chocolate. The weather was cold which kept attendance down but those in attendance had a great day.

The 13th Annual Egg Hunt was held at Winchester Park. Even with snow covering the ground, the event was well attended with over four thousand eggs in four age groups available. Additionally, four gift baskets (1 for each age group) were given out to the child that found the "Golden Egg". Two bikes were raffled donated by the local Lions Club. We are grateful to the Lions Club for their continued support, and we thank the Girl Scouts for helping fill the eggs.

Following the receipt of a 2023 Mass Trails grant funding improvements to the Willard Rd to Cashman Hill segment of the Ashburnham Rail Trail, Ashburnham received two additional rail trail grants in 2025. The Community Foundation of North Central Massachusetts provided funding to complete the Willard to Cashman Hill segment, and a second Mass Trails grant of $44,942 was awarded for improvements to the Cashman Hill to Williams Rd segment. We would like to recognize the super trail builder volunteerism of Bill Johnson, Cec Snow, and DPW Superintendent and Ashburnham resident, Randy Williams. Thank you!

In coordination with DPW and athletic teams, necessary safety improvements to Ashburnham's playing fields.

Thanks to a Local Cultural grant awarded by the Ashburnham Cultural Council, The Recreation Committee and the Friends of the Library presented a concert on the town common featuring Heartland Radio. Dinner concession items were available to purchase from the Friends and Harts Ice Cream Truck. More than 150 attended the Thursday evening concert. See you next summer!

- **2025 Celebrate Ashburnham Artisan/ Crafter Street Fair Report**

  The Fourth Annual Celebrate Ashburnham Artisan/ Crafter Street Fair was held on Saturday, September 27th, 2025 from 10 AM- 4 PM. Cushing Academy was once again the presenting sponsor and also generously provided delicious free ice cream cookie sandwiches for the CASF fairgoers, served from their food truck, "The Raft" as well as a children's craft table manned by Cushing Academy students. There were twelve additional sponsors for this year's fair- Ashburnham Cultural Council, Athol Savings Bank, Ashburnham Dental Arts, AMLP, Ashburnham Wines & Spirits, The Turnpike Rod & Gun Club (who also was the beer vendor & provided musical entertainment in their booth), GFA, Rick's Automotive Service, Roy Bros./ Superior Plus Propane, Dimacale & Gracie Real Estate, Country Land Market & Lucky Dragon II.

Sixty members of the JR Briggs Elementary School Chorus (led by JR Briggs Elementary School music teacher Mindy Lordan) opened the event with two songs, including a beautiful rendition of "The Star-Spangled Banner."

There were 94 vendors (in single &/or double booths)- including a variety of artisans, crafters, non-profit agencies, & town businesses spanning Main St. from Route 101 to Pleasant St. The fair continued beyond the Pleasant St. border closure with many activities & presentations at the Ashburnham Historical Society, The New Dawn Arts Center (who hosted the Ashburnham's Got Talent, Talent Show) & the multifaceted activities & presentations at St. Denis Catholic Church.

Unfortunately, due to multiple Food truck cancellations or inability to acquire a day license, only one food truck participated this year; however, food was available for purchase from Brothers Pizza, The Lions Club, Ashburnham Wines & Spirits, Village Pizza, and St. Denis.

Beer was available from The Turnpike Rod & Gun Club, and wine was available from Hardwick Winery.

Entertainment highlights included music & group participatory musical games all throughout the day from the DJ., group pilates & yoga classes were offered on the town hall lawn, a balloon maker, scarecrow making, lawn games, ongoing blacksmith demonstrations, maker space crafts for children, a reptile experience booth, a photo booth, Ashburnham CASF giveaways at the CASF info booth and an extensive touch-a-truck experience including King Industry Excavation, AMLP, DPW, Ashburnham Fire & Ambulance, Ashburnham Police, and an original Ashburnham Fire Hand Tub.

The Scarecrow Invasion was held as part of the Celebrate Ashburnham Street Fair. After a cold and rainy 2024 event, the weather cooperated with participants enjoying a warm and sunny day. We had significant participation and look forward to next year's event.

- **14th Annual Ashburnham Tree Lighting**

The 14th Annual Ashburnham Tree Lighting and Parade took place in early December and was well attended. We would like to thank the Ashburnham Police, Fire, EMS, DPW and the Ashburnham Municipal Light Plant for helping to make the parade an enormous success. We would also like to thank the Oakmont Peer Leaders and Girl Scouts who volunteered their time. And special thanks to Cushing Academy for their donation of cookies and hot chocolate. We would also like to thank the Girl Scouts for the use of their cookie trailer and Mr. Joseph Duclos for setting up the trailer for our use.

- **Ashburnham Play & Gathering Park**

By far, the Committee's largest effort of the year in partnership with the Council of Aging and Steven's Memorial Library was the planning and construction of the Ashburnham Play & Gathering Park. The multigenerational, landscaped park was officially opened on October 10, 2025. The Committee would like to acknowledge the following:

ASHBURNHAM PLAY & GATHERING PARK

This park has been made possible through the kindness and generosity of numerous individuals and businesses. We thank them for their contributions and give thanks to the following:

Anna & Ian Wilkins
Anonymous
Arbor Works LLC
Ashburnham Council of Aging
Ashburnham Municipal Light Plant
Ashburnham's Stevens Memorial Library
Bigelow Nurseries
Builtwell Fence Company
Caforio Landscaping
Cec Snow
Clare Deucher
Doug Flutie Jr. Foundation for Autism
Dufour Welding
Earthworks
Feens Country Living
Friends of the Stevens Memorial Library
Jarhead Jimmy's
J. Stone & Company
Lafferty Enterprises
Larry Saint Cyr
LPM Charitable Foundation
Melanie & John Hyslop
M.E. O'Brien and Sons
Messina Associates
Minglewood, LLC
Munroe Tree Service
Odd Pine Farm
Patty & Bill Johnson
Paula & Brian Kuehl
Powell Stone & Gravel
Randy Williams
Rebecca & John Carr
Rockland Trust
Rosemarie & Walt Meissner
Susan & Mark Carlisle
The Painted Goat
The Residents of Ashburnham
Timber Gyms
Timberlost Farm
Tod Hebenton
Triumph Play systems
Waste Management Foundation



Many thanks to the Town Administrators Brian Doheny & John Coderre; interim Town Administrator, Doug Briggs; the Select Board; collaborating Town Departments; and the community at large for its continued support.

Respectfully submitted,

Ashburnham Recreation Committee

Chair, Cec Snow
Past Chair, Bill Johnson
Deanne Smith
Irene Laakkonen
Kate Heinze
Sean St. Cyr
Hank Parkinson
Rosemarie Eldridge Meissner

Pollinator Meadow Committee

The Pollinator Meadow Committee (PMC) was formed by the Select Board in October 2024. They wrote, "The mission of the Pollinator Meadow Committee is to investigate, design, and implement best practices for the successful creation of a pollinator garden in Winchester Park."

Consistent with *Reimagining Winchester & River Street Parks* (The Conway School; Spring 2022), the pollinator meadow was to be located between the rear Town Hall parking area and the north end of the Town Hall parking area along Memorial Drive, inclusive of the land surrounding the Mill Stone monument.

Planning
Members of the PMC were appointed in November 2024, with all memberships consisting of one-year appointments.

The PMC held 14 public meetings in 2025 to research and plan the work. Our focus was to establish native plants, which are species that were present prior to European settlement. Many native flowers provide unique resources for pollinators, and native plants are essential to support caterpillars and other herbivores that are needed by young birds.

We also decided that some popular pollinator plants that are “almost native” would be allowed in the small planting area near the parking lot, for now. These species, such as Black-eyed Susans and *Echinacea* (i.e. coneflowers), are native to the northeast, but they are not native to Worcester County. However, these popular pollinator species will show early success for this project while the native seed mix slowly establishes over the next few years. If any species start to become too aggressive, they will be removed. And of course, no species known to be invasive was planted in the meadow.

Beginning in January 2025, the committee researched the best ways to prepare the site for a meadow. We eventually decided not to allow the existing lawn to regrow in 2025, so instead we implemented three strategies:

1. A small, visible area near Memorial Drive was covered with cardboard and woodchips that we gathered from the Transfer Station. Cardboard smothers grass and weeds while providing a moist soil surface for transplants. In the spring the Committee transplanted several dozen perennials into this small area, which were donated by the PMC members and helpful citizens.

2. We purchased a large sheet of black plastic (20x100 ft) to smother an area adjacent to the cardboard. This area, along with the cardboard patch, served as a “no-till” treatment area to encourage a healthy soil structure.

3. For the rest of the meadow site (about 2/3 of the area), and with a portion of the budget allocated by the Select Board, we paid Veteran Compact Tractor Service to till the top 4 inches of soil. The goal was to break up grass clods and to smooth the surface. He tilled once in July and again in October.

Budget

The Select Board allocated $2000 to the PMC to cover the costs of soil preparation (tillage, plastic), seeds, transplants, signage, and other supplies. The single largest expenditure was $700 for the above-referenced two soil tillings. The native seed mix cost almost $500 from New England Wetland Plants, Inc.

in South Hadley, and committee members supplemented this mix with native seeds that we collected from local meadows. Other supplies (rain barrels, hoses, watering can) were donated or loaned by committee

members, thus saving the budget for more important items. We also purchased 20 straw bales from S&M Farms, Fitchburg. As 2025 ended, the PMC still had $350 to spend in FY2026. To supplement these remaining funds, the PMC was fortunate to obtain a $500 grant from Keep Massachusetts Beautiful to purchase shrubs and small trees.

Work Days

Through the spring, we held several workdays to spread cardboard, plastic sheets, and woodchips, and to plant donated perennials into the cardboard. We donated compost to place with the most important transplants. Committee members watered the transplants through the dry summer.

Just after the fall tilling, we invited help from the community and students from Fitchburg State University to sow seeds. Committee member Kirby Lacey donated her expertise and her seed spreader from J&K's Good Thyme Farm, and we followed by raking in the seeds. In the last step, we spread straw to keep the soil moist and to reduce erosion. We also flagged a 6-foot-wide path through the site and passing around the old millstone, roughly following the path indicated on prior Winchester Park plans.

In late fall, the PMC planted donated shrubs along the eastern border where the meadow meets the tree-lined property edge. The shrubs will outline a small path for dog-walkers to follow the forest edge.

At their meeting of 22 September 2025, the Select Board voted to reappoint all members of the PMC, effective 09/22/2025 through 09/30/2026. Accordingly, we anticipate adding a few more native shrubs and small trees in 2026 while monitoring the emerging native meadow.

The public should note that perennial plants grow slowly, and the site may require a couple of years before the blooms look impressive. In the meantime, we hope the transplants by the parking area will provide some beauty while we wait and watch. Once the plants begin flowering, we encourage everyone to stop, watch and listen for a subtle explosion of biodiversity in our town center.

PMC Membership:
Paul Somers - Vice Chair
Chris Picone - Clerk
Marshall Dennis
Sarah Culgin
Cec Snow
Kirby Lecy
Bo Rowe

Stevens Memorial Library

By the Numbers

Statistics	**FY 2024**	**FY 2025**
Patrons & Usage:	**FY24**	**FY25**
Visitors to the Building:	25,192	31,038
Library Card Holders:	2,170	2036
Total Print Book Circulation:	42,096	40,798
Total E-book Circulation:	4,427	4,467
Total Miscellaneous* Circulation:	1,847	2,516
ILLs** Provided:	6843	7177
ILLs Received:	9640	9207
Total Circulation of Materials:	63,701	62,853
Total Collection Use:	77,419	70,030
Overdrive Circulations:	11,166	10,034
Kanopy Plays:	2,552	1,657

*Miscellaneous is Library of Things items, kits, games, puzzles, museum passes, etc.
**ILL is an interlibrary loan.

Holdings:	**FY24**	**FY25**
Total Physical Collection Size:	24,572	26,023
Books:	19,016	20,174
Audio Books & Music:	1,136	753
DVDs and Blu-rays:	4,240	4,411
Museum Passes, Kits, Misc:	408	523

Programs:	**FY24**	**FY25**
Children's Programs/Attendees:	215/4,839	234/4551
YA Programs/Attendees:	20/134	38/300
Adult Programs/Attendees:	113/3,432	138/2,918

Services:	**FY24**	**FY25**
Computer Sessions:	520	572
Hours Open per Week:	32	32
Reference Transactions:	2,983	2833
Total Hours Open:	1,722	1,705

Programs and Grants

Stevens Memorial Library continued to provide the Ashburnham community and Library users with a wide variety of programs throughout 2025. This schedule included offerings that support the Library's Strategic Plan's commitment to various forms of literacy, as well as its mission to enrich the well-being of its community. Some programming highlights include:

- Storytime
- Animal World Experience
- Book Clubs
- Adult, Teen, and Youth Libcrates
- Candidate's Night
- Irish Dance Troupe
- Oakmont Alumni Art Exhibition
- Yoga
- Teen Takeover Makerspace Programs
- Sound Baths
- Tiny Art Show and Tiny Sculpture Show
- Gallery Talks with local artists
- Gallery Visits with local artists
- Dream Tree Sculpture
- Book to Art Club
- Matisse and the Cut Outs
- Author Talks and Poetry Readings
- Mount Watatic Talk
- Photography Workshops
- Pet Portraits
- Homeschooling Collective
- Kids Crafternoon
- Art in the Park
- Woven Trivets
- Collaborative Mural Painting
- Bike Rodeo
- Hands On Science with Kosmic Kelly
- Sew Your Own Bowl Cozy and Napkin
- News Media in the Misinformation Age
- Kombucha Workshop
- Winter Landscape Painting

The Massachusetts Board of Library Commissioners awarded the Library a Creative Communities Grant in 2024. The Library completed this grant in October 2025. The LSTA (Library Services and Technology Act) grant for Creative Communities allowed the Library to offer the Ashburnham community creative programs. The grant provided the Ashburnham Community with no-cost creative programs that allowed patrons to explore or deepen their understanding of different creative mediums. The grant connected different populations and provided local artists with programming opportunities. The Library offered programs such as studio visits with local Ashburnham artists, gallery talks, poetry readings, and many more creative opportunities.

The success of the Tiny Art Show continued for a fourth year in a row. Ashburnham's creative community was allowed to showcase its talents by creating artwork and displaying it at the Library. The Tiny Art Show also allowed the Library to continue to strengthen its relationship with Oakmont Regional High School. Many students participated in the Tiny Art Show. Participants in the Tiny Art Show were allowed to donate their artwork to The Friends of the Library. The donated artwork will be raffled off to raise money to support the Library. This successful collaboration led to the Library collaborating with Oakmont to showcase student artwork by devoting an area of the Library to rotating student art exhibitions. The Library also created a successful Tiny Sculpture Show that was modeled after the Tiny Art Show.

The strong relationship between the Library and the local schools motivated the Library to establish a school bus drop off at the center of Town near the Library for middle and high scool-

age students. Students can take the bus to the Library in order to participate in the Teen Takeover Makerspace Program. The theme of this program changes weekly in order to appeal to different interests. The popularity of this newly established program continues to grow.

With the addition of a full-time employee, Youth Services Assistant, Angela Wrinkle, the Library was able to continue to expand its outreach to do programming at various locations in Town. Angela Wrinkle, long-time Library assistant was hired for the Youth Services Assistant position. Youth Services librarian Tiffany Call held her Storytime at local daycares, schools, and other events and venues. Angela and Tiffany have been growing the Library's program offerings to young adults and youth populations.

The Library's Summer Reading Program remains one of its most successful programs of the year. Since including adults for the first time in the Summer Reading activities in 2022, participation has been steady. This intergenerational approach has not only strengthened the success of the program, it has further strengthened the Library's adult program offerings. The Library incentivized Summer Reading program participation by offering prizes for achievements. The Friends of the Library funded many of the weekly prizes and the main prizes for the different age groups.

Local groups and organizations have become consistent users of the Library meeting spaces allowing the Library to continue to grow its relationships with its local communities. The Library has also utilized these spaces to include a monthly Grief Support Group that has been successful for three years in a row at this point. Other frequent meeting space group users include the Tabletop Gaming Group, the Gardner League of Artists, and many Town organizations and committees.

Library Initiatives and Collaborations, Friends of the Library

The Library began its new Strategic Plan for FY26-FY29. This new plan received accolades from MBLC for being an exemplary plan. The Strategic Plan provides the Library with a road map that will shape the next four years. The Library has made significant progress on its first-year Action Plan.

The Library continued to grow relationships with Town Departments in 2025. The Library collaborated with the Fire Department, Parks and Recreation Committee, Council on Aging, and Historical Society on another successful Halloween Book or Treat event that was attended by more than 1,000 participants. This annual program is one of the most successful programs that the Library offers. The Friends of the Library and the Library were also participants in the Town's annual Celebrate Ashburnham Fair.

The Library continued its outreach initiative that targets new residents to Ashburnham. The Library sends a welcome package to these residents. This package includes a welcome letter from the Director, a trifold highlighting Library programming, a magnet with the Library's hours, and other helpful information.

The Friends of the Library continued their invaluable support of the Library. The Friends were an integral part of the Celebrate Ashburnham Fair where they enjoyed a successful book sale.

The Friends also had their annual fundraiser. Patrons can learn more about Friends activities through their social media presence as well as their bulletin board in the Library.
Maria Ulloa-Hancock stepped down from her role as Friends President, with Jakki Therrien replacing her. Fran Ziperstein became Vice President of the Friends. The Friends continue to offer programs such as their annual Mini Golf in the Library to provide patrons with more program opportunities.

Library Facilities, Resources, and Policies

The Library continues to enhance its learning and recreational environment through updates to its facilities. Below is a list of some of the improvements to the Library in 2025.

- New exterior signage was added to the South side of the Library
- Drainage issues were remediated
- A push-to-assist door was added to the ramp entrance

The Library expanded its hours in 2025 to include five additional hours. See the information below for the change in hours. These expanded hours allow the Library to offer Story Times at an earlier time to align with parents and children schedules. It also allows the Library to offer programs after work and after school programs during the week.

The Library continues to grow its Library of Things Collection.The Library of Things is a collection of non-traditional Library materials including kitchen appliances, home repair tools, craft and creativity aids, and technology items. This collection has grown in popularity because the Library has done a thorough job promoting it. Including these non-traditional items allows the Library to expand its resources and appeal to a broader audience. The Library enhanced its access points for users by updating its website to allow users to click on a Library of Things item in a PDF and link directly to the item in the catalog, where they can request it. The Library also enhanced access points to these items in the Library by creating an easy-to-use board that allows patrons to determine if an item is checked out.

Respectfully submitted,

Jess Mynes,
Library Director, on behalf of the Library Board of Trustees

Library Team

Jess Mynes, Library Director (FT)
Tiffany Call, Youth Services Librarian (FT)
Holden Baird, Circulation Manager (FT)
Angela Wrinkle, Youth Services Assistant (FT)
Julia Palmer, Cataloger/Library Assistant (PT)
Holly Garlock, Library Assistant (PT)
Vacant, Library Assistant (PT)
Henry Sevigny, Custodian (PT)

Library Trustees

Molly Ruble, Chair
Paula St. Laurent-Kuehl, Treasurer
Donna Decker
Joann Piedrafite
Jessica Darnobid
Edward Vitone, Secretary

Thank you to Chardell Davis for her work as a Library Assistant at Stevens Memorial Library in 2025.

Thank you to Barbara Friedman and Elisabeth Branham for their contributions as Library Trustees in 2025.

Thank you to Maria Uuloa Hancock for her years of dedication and hard work as a member of the Ashburnham Friends of the Stevens Memorial Library.

Library Trustees

To the Honorable Board of Selectmen and the Citizens of Ashburnham

The report of the Trust Funds of the Stevens Memorial Library for the period beginning January 1, 2025, and ending December 31, 2025, is as follows:

	Investments at Edward Jones
Beginning Balance (1/1/2025)	$416,131.02
Unrealized Gains/(Loss)	$64,342.79
Expenditures	$0.00
Ending Balance (12/31/2025)	**$480,473.81**

Respectfully Submitted

Paula St. Laurent Kuehl
Treasurer for Library Trustees

Historical Commission

The Ashburnham Historical Commission serves under Massachusetts General Laws Chapter 40, Section 8D. The Commission's mission is to identify, preserve, and interpret the historical and cultural resources of the Town of Ashburnham for present and future generations.

During calendar year 2025, the Commission held four (4) public meetings in accordance with the Open Meeting Law. Two new members were added: Roberta Rowe and Ed Kressy.
Kressy was elected Chair and Secretary.

In 2025, under the Town's Demolition Delay Bylaw (Chapter 124). the Commission reviewed demolition-related matters brought to its attention, No demolition delays were imposed during the calendar year. The Commission also discussed the Town's Demolition Delay Bylaw, originally adopted in 1991, to ensure clarity of process and consistency in its application. The Commission reviewed demolition status and potential salvage considerations related to 216 Lake Road.

The Commission also received updates regarding the Whitney Pond Dam removal and the ecological restoration of the Whitman River, maintaining interest in interpretive opportunities related to the site's historical and environmental significance.

During 2025, the Chair initiated outreach to representatives of Indigenous communities and cultural organizations to explore respectful engagement concerning Ashburnham's pre-colonial history. This outreach was undertaken with an eye toward potential collaboration that could, if appropriate and supported, involve the Historical Commission and potentially other Town committees or the Select Board. Members of the Commission have expressed interest in expanding understanding and interpretation of the Town's early history, including its Indigenous presence, while recognizing that any formal partnerships would require proper authorization and process.

The Commission also began reviewing options for the preservation and storage of historical records in coordination with Stevens Memorial Library.

The Commission continued to collaborate with other Town boards and departments, including the Select Board, Building Department, and Department of Public Works, regarding matters affecting historical and cultural resources.

For fiscal year 2025, the Commission operated with an allocated budget of $1,250.00. These funds were encumbered to go towards the cost of an Ashburnham Center replacement Historic District sign. Expenditure details will be reflected in the Town's financial reporting.
Looking ahead, the Commission anticipates continued review of the Demolition Delay Bylaw, ongoing archival preservation efforts, and continued engagement with community partners to support thoughtful stewardship of Ashburnham's historical resources.

Respectfully,
Ed Kressy-Chair, Christina Sargent, and Roberta Rowe

Cultural Council

The Ashburnham Cultural Council (ACC) is a nonprofit volunteer committee of Ashburnham residents educated and experienced in the Arts. The ACC provides financial support, services, or other programs for arts organizations and individual artists in the community or region. Every Massachusetts town has a Local Cultural Council (LCC) whose key responsibility is to promote the ARTS, HUMANITIES, and INTERPRETIVE SCIENCES through grant money provided by the Massachusetts Cultural Council (MCC). This funding makes it possible for towns to offer a variety of public programs, activities, and events. ACC members work hard to research, evaluate, and support projects that offer Ashburnham and the surrounding communities diverse cultural and educational experiences. LCC grants help improve the quality of life for all residents and contribute to the economic vitality of our communities.

ACC MISSION STATEMENT

1. To research, evaluate, and fund projects that will provide significant cultural and artistic benefit to the town of Ashburnham through the appropriation of state grant funds.
2. Whenever possible, be a social networking resource for the local artistic community, including educational meetings on the process of successful grant-writing and Cultural Council criteria for funding.
3. Guide local artists through communication via e-mail, phone, conversation, etc.
4. Present periodic information sessions for the benefit of local artists.

Grant applications are initially screened using the following priorities, guidelines, and expectations:

APPLICATION PRIORITIES:

1. The applicant is an Ashburnham or neighboring resident, organization, or school.
2. The applicant provides a confirmed event date and venue, in the form of a commitment letter or approved reservation from the venue host.

GRANT FUNDING GUIDELINES:

1. There will be a benefit to Ashburnham and local communities.
2. There is a collaboration between and among artists and local institutions, groups, and organizations.
3. The awarding of grants will demonstrate a diversity of performers/presenters, age groups, cultural backgrounds, and artistic disciplines.
4. A project must show artistic excellence and originality, as reflected in resumes, letters, press, videos, and other qualifying materials.
5. Applicants must demonstrate the ability to carry out the project as proposed, including detailed steps from inception to conclusion.
6. Applicants must clearly state the amount of money requested and/or granted from other towns.

APPLICATION EXPECTATIONS:

1. All application questions must be answered completely. Incomplete applications will NOT be
   considered.

2. If the grant application is for an event that serves Ashburnham and other communities, we encourage applicants to solicit funds from the participating communities' Cultural Councils as well.

In 2024, the ACC received $7,500 from the MCC for our FY25 allocation. The Council had a balance of $1,300 remaining from previous grant funding not used by recipients. The total amount available for FY25 grant distribution was $8,800. The total amount requested by grant applicants was $34,701. Below is a list of recipients with event information:

2025 GRANT RECIPIENTS

GRANTEE	PROJECT	DATE	LOCATION
New Dawn Arts Center, Inc.	Theater Lighting for Youth Art Month	Throughout 2025	New Dawn Arts Center, Ashburnham
Jay Mankita	Artful Mechanisms	Summer 2025, date TBD	Stevens Memorial Library, Ashburnham
Ashburnham Historical Society, Inc.	Clear Voices Equal Access: A Sound System for All	Ongoing	Meeting House Museum, Ashburnham
Women of Note, Inc.	Women of Note 2024-2025 Concert Series	1/1/24 - 6/30/25, multiple dates TBD	Historical Society & other local venues
Sean Fullerton	Ceeque Alley: A Tribute to American Folk Music & 1960's Folk Rock	October 2, 2025	Stevens Memorial Library, Ashburnham
Fitchburg Art Museum, Inc.	89th Regional Exhibition of Art & Craft	6/28/25 - 9/7/25	Fitchburg Art Museum
Gardner Area League of Artists, Inc.	GALA Annual Arts & Music Festival	May 16-18, 2025	Red Apple Farm, Phillipston
Town of Ashburnham	Celebrate Ashburnham Street Fair 2025	September 2025, date TBD	Downtown Ashburnham
Ashburnham Recreation Committee	Ashburnham Concert Series	July-August 2025, multiple dates TBD	Winchester Park, Ashburnham
Davis R. Bates III	A Song & Story Summer Reading Celebration	July 17, 2025	Stevens Memorial Library, Ashburnham
Roger L. Tincknell	Pete Seeger to Peter, Paul & Mary 60s Folk Revival	Spring 2025, date TBD	Ashburnham Senior Center
Jafar Manselle	"West African Drumming Workshop - Come Out to Play"	Spring or Summer 2025, date TBD	Stevens Memorial Library, Ashburnham
Winchendon Winds, Inc.	Winchendon Winds 2025 Concert Series	Spring-Summer 2025, multiple dates TBD	Unitarian Universalist Church of Winchendon

The Council maintained its Facebook page to share ACC and other art-related information, and to announce ACC supported events and programs. The ACC's goal is to continue building its engagement with the community, and encourage resident participation in ACC activities. As always, ACC members supported, promoted, and attended events and programs granted funding by the Committee, as well as other area cultural events.

The members of the ACC are appointed by the Select Board to allocate grants funded by the Massachusetts Cultural Council, a state agency. Funding is based on the town census. The ACC membership is encouraged by the positive support and favorable response from the community regarding the programs that have been funded. As the ACC moves forward, the members will continue to strive to bring a variety of artistic, educational, and cultural experiences to the local community.

In 2025, our members included the following individuals:

Rebecca Cinclair, Chair
Denise Alexander
Christine Regan Davi
Deborah Gardner
Joan Hathaway
Irene Laakkonen



Robert W. Salo

August 24, 1960 — June 17, 2025

Robert “Bob” Wesley Salo Son of Harvey and Avis (Walcott) Salo. Beloved husband, father, and grandfather “Papa” passed unexpectedly on June 17th 2025.

Bob was a dedicated public servant, serving his hometown of Ashburnham as a Firefighter/Emt for 35 years, retiring at the rank of Battalion Chief. Bob spent many years teaching about safety and fire prevention to many students in the school district. Bob served on the fire department alongside his wife Denise and his children Stacy, Jeremy, and daughter in-law Rebekah.

Bob was a graduate of Oakmont Regional High School and attended Mount Wachusett Community College. He was a devoted family man that enjoyed attending school functions, sports games, and dance recitals for his children and grandchildren. He was passionate about baseball and had an extensive card collection. He coached several little league teams. His favorite teams included the Boston Red Sox and the Pittsburgh Pirates. Along with baseball, Bob was a football fan with his favorite being the Pittsburgh Steelers. He was a fan of the Three Stooges and was always prepared with a one-line quote. He enjoyed traveling to various beaches in Maine.



Anita M. Caisse

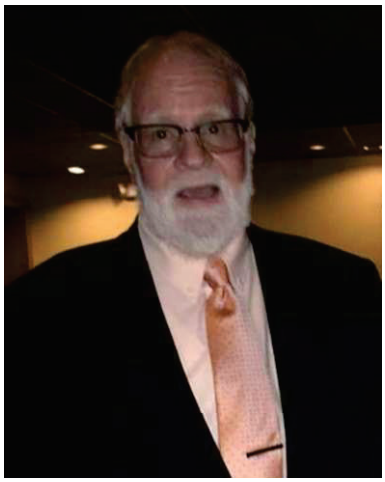
June 14, 1938 — June 20, 2025

Anita Mary (Melanson) Caisse, 87, of Ashburnham, passed away peacefully on Friday, June 20, 2025, at UMass Memorial HealthAlliance - Clinton Hospital in Leominster after a brief illness.

Born in Minto, New Brunswick, Canada, on June 14, 1938, Anita moved to Gardner, Massachusetts, in 1957 as a teenager. She was the daughter of the late Ernest and Eva (Bourgeois) Melanson.

She began her working years at LeBlanc's Clothing in Gardner and later worked in the cafeteria at J.R. Briggs Elementary School in Ashburnham. Anita spent many years as a Bakery Manager at Donelan's Supermarket, where she was admired for her dedication and strong work ethic.

A devoted parishioner of St. Denis Church in Ashburnham, Anita's greatest joy in life was her family. She cherished time with her grandchildren and great-grandchildren and had a lifelong love of baking, knitting, and crocheting.



David Nolan

December 21, 1956 — June 6, 2025

David Nolan here, writing this from beyond the stars. Dear Family, Friends, and my kitties Jeana, Micky, and Molly: I've never loved a group of people more than I love you. Born in the snowy winter of 1956 in Fitchburg, MA, I had a good run until June 6, 2025. I'm not here anymore, but my spirit is alive, chuckling at the idea of writing my own obituary. As the saying goes, "Life is what happens when you're busy making other plans." Throughout my life, folks told me I was creative, funny, loving, and talented, and who am I to argue? I owned and operated my own business, served my community as an EMT, and was an emergency dispatcher. I loved cooking — my secret ingredient was always a dash of humor, and my meals were best served with a side of funny anecdotes. Drawing and painting were my other passions, each canvas a testament to my creativity and talent. But what mattered most to me was my family and friends; their laughter was the real melody of my life.

Throughout my journey, I lived in various places but finally found my slice of heaven in Ashburnham, Massachusetts. I married the love of my life, Kim (Rutan) Nolan in the summer of '78. To my dear wife, you have put a smile on my face my whole life. I love my wife so much. I married her three times. We don't get to choose our family, but I was lucky to have Robert Nolan as my brother and Nancy (Nolan) Lefebvre as my sister. They survived this funny, loving, creative, and talented man. My parents, William Sr. and Lillian, and my brothers, Thomas, William Jr., and James, and my mother-in-law Edwilda Rutan, beat me to the finish line. I am survived by many nieces, nephews, and cousins.

And now, in the words of Dr. Seuss, "Don't cry because it's over, smile because it happened.