

TOWN OF SUDBURY

2024 ANNUAL

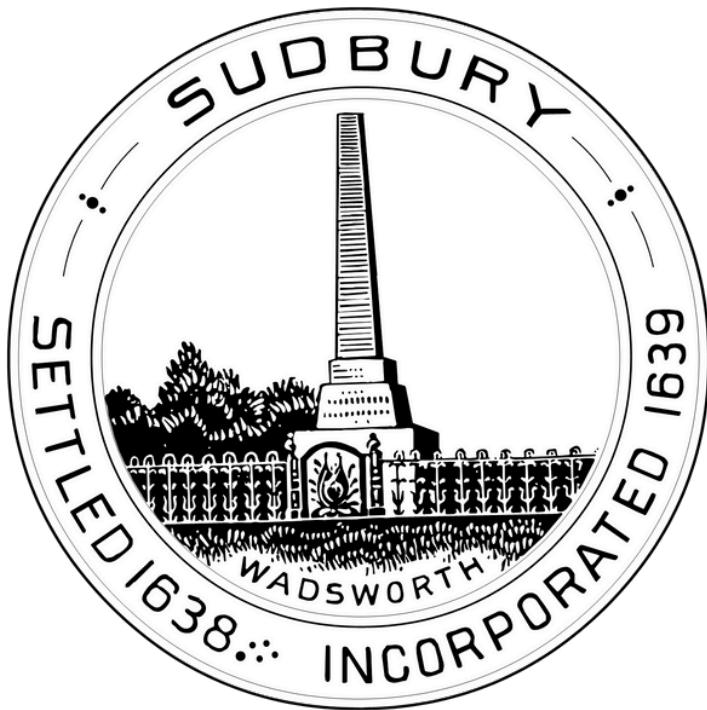
TOWN REPORT



385TH

ANNUAL REPORT

OF THE OFFICIAL BOARDS



Sudbury Massachusetts
YEAR ENDING DECEMBER 31, 2024

TOWN OFFICES

DIRECTORY

DPW BUILDING

275 Old Lancaster Road

Building 978-440-5461

Conservation 978-440-5471

Engineering 978-440-5421

Facilities 978-440-5466

Health 978-440-5479

Highway 978-440-5421

Social Worker 978-440-5476

FAIRBANK BUILDING

40 Fairbank Road

Atkinson Pool 978-639-3232

Park & Recreation 978-639-3242

Senior Center 978-443-3055

SPS - Schools 978-443-1058

FLYNN BUILDING

278 Old Sudbury Road

Accounting 978-639-3309

Assessing 978-639-3393

Human Resources 978-639-3386

Planning 978-639-3387

Select Board 978-639-3381

Tech. Administrator 978-639-3307

Town Counsel 978-639-3384

Town Manager 978-639-3381

Treasurer/Collector 978-639-3376

TOWN HALL

322 Concord Road

Town Clerk 978-639-3351

Veterans Agent 978-639-3357

OTHER LOCATIONS

Dog Officer 978-639-3361

Kennel in Maynard, MA

Fire Department 978-440-5301

FD HQ – 77 Hudson Road

Goodnow Library 978-443-1035

21 Concord Road

L-S Regional H.S. 978-443-9961

390 Lincoln Road

Police Department 978-443-1042

PD HQ- 75 Hudson Road

DEPARTMENT LISTING

ACCOUNTING - FLYNN

ASSESSING - FLYNN

BUILDING- DPW

CONSERVATION -DPW

ENGINEERING - DPW

FACILITIES - DPW

HEALTH - DPW

HIGH SCHOOL - L-SRHS

HIGHWAY - DPW

HUMAN RESOURCES - FLYNN

LIBRARY - GOODNOW

PARK & RECREATION - FAIRBANK

PLANNING - FLYNN

POOL (ATKINSON) - FAIRBANK

SCHOOLS (SPS) - FAIRBANK

SENIOR CENTER - FAIRBANK

SOCIAL WORKER - DPW

TECHNOLOGY - FLYNN

TOWN CLERK - TOWN HALL

TOWN MANAGER - FLYNN

TREASURER - FLYNN

VETERANS - TOWN HALL



SUDBURY AT A GLANCE

ABOUT SUDBURY:

Settled: 1638
Incorporated: 1639
Population: 18,743
Voters: 14,129
Area: 24.7 Square Miles
Government: Select Board/Town Manager with open Town Meeting

FY 2025 BUDGET:

Department Expenditures:	\$99,068,838
Debt, Employee Benefits, OPEB:	\$22,536,184
Capital Operating:	\$628,697
Total Budget:	\$123,183,719

PUBLIC SAFETY:

Full-Time Fire Department

Headquarters: 77 Hudson Rd
EMT, paramedics, 3 stations

Full-Time Police Department

Headquarters: 75 Hudson Rd

TAX RATE:

FY2025: Residential: \$14.64
Commercial/ Indust./Personal Property: \$21.04

FY2024: Residential: \$14.61
Commercial/Indust./Personal Property: \$21.16

FY2023: Residential: \$15.77
Commercial/Indust./Personal Property: \$20.23

CULTURE & RECREATION:

Goodnow Library

Member of the Minuteman Library Network

Park & Recreation

CAPRA-accredited program.

Locations include: Atkinson Pool, Fairbank Community Center, Davis Field, Featherland Park, Feeley Field, Cutting Field, Haskell Recreation Area, Lyons Pride/SMILE playground

SCHOOLS:

Elementary Schools (4)

- General John Nixon Elementary School
- Israel Loring Elementary School
- Josiah Haynes Elementary School
- Peter Noyes Elementary School

Curtis Middle School

Lincoln-Sudbury Regional High School

2024 ELECTED OFFICIALS

UNITED STATES OF AMERICA

President: Joseph R. Biden, Jr.
Vice-President: Kamala D. Harris
Senator: Elizabeth A. Warren
Senator: Edward J. Markey
Representative (5th Congressional District): Katherine Clark

ASSESSORS, BOARD OF

Joshua M. Fox	2027
Trevor A. Haydon	2025
Liam J. Vesely	2026

GOODNOW LIBRARY TRUSTEES

Katina E. Fontes	2025
Eriko Frank	2027
Elizabeth M. Iwasaki	2026
Megan Kelley	2027
Ingrid J. Mayyasi	2026
Jean O. Nam	2025

HEALTH, BOARD OF

Carol J. Bradford	2025
Linda Marie Huet-Clayton	2027
Susan R. Sama	2026

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE

Catherin Bitter (Lincoln)	2027
Maura Carty	2027
Cara Endyke-Doran	2025
Lucy M. Maulsby (Lincoln)	2026
Kevin J. Matthews	2025
Ravi Simon	2026

MODERATOR

Catharine Blake	2027
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PARK & RECREATION COMMISSION

William Atkeson	2025
Robert C. Beagan	2027
Benjamin Carmel	2026
Laurie Eliason	2027
Mara Huston	2025

COMMONWEALTH OF MASSACHUSETTS

Governor: Maura Healy
Lieutenant Governor: Kimberley Driscoll
Secretary of State: William F. Galvin
Senator in General Court: James B. Eldridge
Representative in General Court: Carmine L. Gentile
Attorney General: Andrea Campbell
Auditor: Diana Dizoglio
Treasurer: Deborah B. Goldberg
Councillor: Marilyn Petitto Devaney
District Attorney: Marian T. Ryan

MIDDLESEX COUNTY

Clerk Magistrate Superior Court:
Michael A. Sullivan
Register of Deeds: Maria C. Curtatone
Register of Probate: Tara E. DeCristofaro
Sheriff: Peter J. Koutoujian

PLANNING BOARD

Justin Finnicum	2025
Stephen R. Garvin	2027
Julie Z. Perlman	2026
Anuraj Shah	2025
John Robert Sugrue	2027

SELECT BOARD

Daniel E. Carty	2027
Janie W. Dretler	2027
Lisa V. Kouchakdjian	2025
Jennifer Roberts	2025
Charles G. Russo	2026

SUDBURY HOUSING AUTHORITY

Sherrill P. Cline	2029
Amy Lepak (State Appointee)	2029
Frank W. Riepe	2028
Steven J. Swanger	2027
Tatiana Vitvitsky	2026

SUDBURY SCHOOL COMMITTEE

Nicole Burnard	2026
Meredith Gerson	2025
Karyn Jones	2027
Mandy Sim	2026
Mary Stephens	2027

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ADMINISTRATION

SELECT BOARD & TOWN MANAGER

SELECT BOARD

Jennifer S. Roberts, Chair
Daniel E. Carty, Vice Chair
Janie W. Dretler
Lisa Kouchakdjian
Charles G. Russo

TOWN MANAGER

Andrew J. Sheehan



L-R: Jen Roberts, Charlie Russo, Janie Dretler, Dan Carty and Lisa Kouchakdjian

The past year saw continued progress on many endeavors.

The makeup of the Select Board remained unchanged. Dan Carty and Janie Dretler were reelected to the Board at the March 2024 Annual Town Election. After the conclusion of the Annual Town Meeting the Board elected Jennifer Roberts as Chair and Dan Carty as Vice Chair.

One Town Meeting was held in 2024. The Annual Town Meeting convened on May 6. In an effort to be more efficient, the Board and the Moderator made more extensive use of the consent calendar. The consent calendar groups warrant articles that generally elicit little controversy or debate; articles on the consent calendar are then voted as one. The expanded consent calendar allowed Town Meeting attendees to dispose of non-controversial articles and focus on the articles of greatest import. The change in consent calendar was well received and helped move the proceedings

along. Town Meeting adjourned after two nights. Forty-five articles were on the warrant.

The Fairbank Community Center (FCC) is the Town's biggest construction project in recent years. The FCC houses the Senior Center, Park & Recreation Department, and central office of Sudbury Public Schools. The doors to the new FCC opened just before the close of 2023, though work continued into 2024. 2024 saw the demolition of the old Fairbank Community Center, installation of drainage improvements, and construction of additional parking and landscaping. A small amount of work is wrapping up. The Administration has now turned its attention to broadening the utilization of the space.

The Bruce Freeman Rail Trail from the Concord town line to the Diamond, the intersection with the former MBTA rail line off Union Avenue, is largely complete. The Massachusetts Department of Transportation (MassDOT) will

officially cut the ribbon after punch list items are complete. That is expected in spring 2025. The next phase, from the Diamond to the Framingham line, is in design and has been approved for State and Federal funding.

The Eversource underground transmission project on the former MBTA railroad right of way is also substantially complete. The project runs from the Eversource substation near the Wayland town line to the Hudson substation. The transmission lines are energized and punch list items will be tackled in spring 2025.

The MBTA right of way is the path of the Mass. Central Rail Trail (MCRT), running from Boston to Northampton. Eversource left a finished gravel base that the Massachusetts Department of Conservation & Recreation (DCR) will develop into a segment of the MCRT. DCR is expected to begin paving in spring 2025 and work is expected to last a few months. Sudbury looks



Town Manager Andrew Sheehan

forward to being at the heart of the State's expansive recreational trails network. The Board looks forward to the recreational, transportation, and economic development benefits these trails will bring to the Town.

The Select Board's Policies & Procedures
Subcommittee continued to review and update the Board's policies. That Committee is now made up of Lisa Kouchakdjian and Dan Carty, with Town Manager Andy Sheehan providing support.

The Annual Town Forum was held on December 11, 2024, in the lower level of Town Hall. The topic was Municipal Finance. About 30 people attended in person with others joining the hybrid meeting via Zoom.

The Board was happy to support several community events during 2024. These included Earth Day, Pride Day, the Independence Day Parade, and the Holiday Village. These events are well received by residents and have proven to be a nice way to bring the community together.

The Board thanks the many board and committee members and volunteers that contribute their time and knowledge. Thank you also to SudburyTV for documenting so many public meetings and events and providing robust access. Thank you to all the committed and talented Town staff for delivering exceptional service to residents on a daily basis. Finally, thank you to the residents, businesses, and non-profits who contribute so much to making Sudbury such a wonderful and rich community. We look forward to the many accomplishments we will embrace in the year ahead.

TOWN CLERK

TOWN CLERK Beth R. Klein



The Town Clerk is the Chief Election Official and responsible for compliance with Federal, State and Town laws and bylaws when organizing, overseeing and certifying elections. Votes taken at town meetings and elections are recorded, certified and submitted to the Attorney General's Office, the Department of Revenue and the Secretary of the Commonwealth's Office. Town Proceedings are recorded and the Town Bylaws are updated and certified each year.

2024 was a very busy year for the Town Clerk's office. Sudbury held four elections: the Presidential Primary on March 5, the ATE on March 25, the State Primary on September 3, the Presidential Election on November 5 and the Annual Town Meeting on May 6 and 7. At the Presidential election, just under 12,000 residents voted. Over the course of the past year, this office processed 6,000 vote by mail applications and mailed out over 11,800 ballots. We want to especially thank all our wonderful election workers who worked tirelessly throughout the year to ensure that vote by mail, in person early voting, and election day ran smoothly. We could

not have done it without them. The Town Clerk's office was also busy with new initiatives this year. We have successfully merged two polling places. All six precincts are now located in the new Fairbank Community Center. Both the State Primary and Presidential election were held at Fairbank and we received much positive feedback on the change. Lisa Davis was appointed to Assistant Town Clerk this May and has been doing a great job. Finally, a three-year long Town Code recodification project is completed and available on-line. Many of the Town bylaws have been updated to reflect recent changes including gender neutral pronouns throughout the code. The link to E-code to is available at <https://ecode360.com/SU4306>.

In between town meetings and elections, the Town Clerk's office issues marriage licenses, as well as creating, maintaining and issuing certified vital records. As Sudbury's Burial Agent, the Office issues burial permits. Other duties of our office include issuing dog licenses; receiving and processing doing business as (DBA)

certificates and raffle permits; posting meetings and other official notices; filing and maintaining records of oaths of office for elected and appointed town officials; documenting filings of Open Meeting Law, Ethics Trainings and Conflict of Interest documents to facilitate compliance with State mandates for Town Employees and member of Boards and Committees; updating procedural manuals, road files, recording traffic rules and other regulations. Our online dog program remains very popular and we issued nearly 3,000 dog licenses in 2024. In addition, over 50% of vital records were ordered online this year.

Our records management program continues, as we scan and post additional documents for access on the [Town Clerk Website](#). In addition to information forms and applications, you will find documents frequently requested by the public including, Town Meeting Proceedings and Historic Bylaws posted on the website. We continue to attend classes and trainings to remain up to date on Elections, Open Meeting and public records requirements. We also work hard to keep our webpage current and a good source of information for Town residents. The Town Clerk's Office strives to provide service and assistance to residents and visitors in a timely, courteous and professional manner.

Respectfully submitted,

Beth R. Klein
Sudbury Town Clerk

Town Clerk Statistics

- > Certified Vital Records and Burial Permits Issued: 1785
- > Marriage Intentions Issued: 30
- > Business Certificates Issued: 125
- > Returned and Entered Yearly Census: 5242
- > Number of Processed and New Registered Voters: 1176
- > Official Voter Population: 14,248
- > Official Population: 18,878
- > Licensed Dogs/Kennels: 2936/4
- > Number of Absentee Ballots/Mail in Ballots Processed: 11,801
- > Number of Meetings Posted: 738
- > Certificates of Residency: 13
- > Oaths Administered: 144
- > Number of Ethics Summary and Trainings Recorded: 665
- > Number of Open meeting Law Certificates Recorded: 51
- > Number of In- Person Early Voters: 2654

Town Clerk Financial Report

- > Town Clerk Fees: \$26,422
- > Miscellaneous (Non-dog Bylaw Violations): \$200
- > Dog Licenses and Kennels: \$45,964
- > Dog Late Fees and Bylaw Violations: \$17,485
- > **Total Revenue: \$99,516**

Summary of 2024 Elections & Town Meetings

2024 Election & Town Meeting Statistics

Date	Election/Meeting	% Turnout	Eligible Voters
March 5	Presidential Primary	34%	13,420
March 25	Annual Town Election	25%	13,495
May 6	Annual Town Meeting	23%	13,585
September 3	State Primary	18.7%	13,783
November 5	State Election	84.5%	14,129

Voters casting Annual Town Election ballots at Town Hall on March 25, 2024.



2024 Annual Town Meeting Vote Summary

May 6 and 7, 2024

IN MEMORIAM RESOLUTION

Moderator declared unanimously resolved that the Town of Sudbury extend its heartfelt sympathy to the families of these persons and recognize their service and dedication to the community: *Douglas W. Allan (1951-2023), Carolyn A. Anderson (1939 - 2024), David G. Berry, Sr. (1936 - 2023), Colby J. Caravaggio (1970 - 2024), Clifford Aleon Card (1929 - 2023), Karenina M. Darmer (1968 - 2023), Nancy R. Ford (1931 - 2023), Karen L. Fritsche (1946 - 2023), Mark "Wally" Gainer (1949 - 2023), Frederick "Fred" N. Haberstroh (1951 - 2023), Paul L. Kenny (1942 - 2024), Carl Perkins (1930 - 2023), Elizabeth "Liz" Ann Radoski (1937 - 2023), Cynthia Riordan (1957 - 2023), Jean Sheehy (1938 - 2023), Patrick Kelly Tarves (1966 - 2023), Maureen G. Valente (1954 - 2023)*

Article 1. HEAR REPORTS

Moderator declared voted by well more than a majority to accept the reports of the Town boards, commissions, officers and committees as printed in the 2023 Town Report or as otherwise presented, subject to the correction of errors, if any, where found.

Article 2. FY24 BUDGET ADJUSTMENTS

Moderator declared voted by well more than a majority to indefinitely postpone Article 2.

Article 3. FY25 BUDGET

BUDGET LIMITING MOTION

Moderator declared voted by more than a majority that the amount appropriated under the Fiscal Year 2024 budget not exceed the sum of \$121,605,022.

FY25 MAIN BUDGET MOTION

Moderator declared voted by more than a majority to appropriate the sums of money set forth in the column "FY25 Recommended" for Fiscal Year 2025 as printed in the warrant. Said sums to be raised by taxation, except that the following items to be raised and designated, by transfer from available fund balances and interfund transfers:

to transfer from Ambulance Reserve for Appropriation Account to item 200: Public Safety, \$780,000; to transfer from Solar Revolving Account to item 400: Public Works, \$44,894; to authorize the Town Manager to transfer, within the FY25 budget, \$1,475,324 from item 900: Employee Benefits (Town and SPS) and \$650,000 from item 1000: OPEB Trust Contribution (Town and SPS) to the OPEB Trust established to meet expenses for post-employment health and life insurance benefits for eligible retirees and to expend such funds for that purpose; and to authorize multi-year contracts in excess of three years either by renewal, extension, or purchase options in accordance with the provisions of Massachusetts General Laws chapter 30B, section 12 upon determination by the Chief Procurement Officer to be the most advantageous option.

Article 4. FY25 CAPITAL BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$628,697 for the purchase or acquisition of capital items including but not limited to capital equipment, construction, engineering, design, and renovation to buildings, including equipping of vehicles and all incidental and related expenses for projects; with the sum of \$628,697 to be raised by taxation; and to authorize the Town Manager to allocate funds as needed between the underlying departments as shown in the following chart:

	FY25
	Recommended
Operating Capital Budget	
Sudbury Public Schools	275,000
LS Regional High School	71,197
Fire	69,500
Public Works	115,000
Combined Facilities	98,000
Total Operating Capital Budget	<u>628,697</u>

Article 5. FY25 TRANSFER STATION ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$312,318 for the Transfer Station Enterprise Fund for FY25, and further to authorize use of an additional \$17,551 for indirect costs; such sums to be raised from \$329,869 in FY25 receipts of the Enterprise.

Article 6. FY25 POOL ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$492,783 for the Pool Enterprise Fund for FY25, and further to authorize use of an additional \$45,000 for indirect costs; said sums to be raised from \$407,783 in FY25 receipts of the Enterprise and \$130,000 from Enterprise Fund retained earnings, as set forth in the article.

Article 7. FY25 RECREATION FIELD MAINTENANCE ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$215,663 for the Recreation Field Maintenance Enterprise Fund for FY25, and further to authorize use of an additional \$28,000 for indirect costs; said sums to be raised from \$243,663 in FY25 receipts of the Enterprise.

Article 8. SNOW AND ICE TRANSFER

Moderator declared voted by more than a majority in the words of the article with the sum of \$245,073 to be transferred from Free Cash.

Article 9. UNPAID BILLS

Moderator declared voted by more than a majority to Indefinitely Postpone Article 9.

Article 10. CHAPTER 90 HIGHWAY FUNDING

Moderator declared voted by more than a majority to authorize the Town Manager to accept and to enter into a contract for the expenditure of any funds allotted or to be allotted by the Commonwealth for the

construction, reconstruction and maintenance projects of Town ways pursuant to Chapter 90 funding; and to authorize the Treasurer to borrow such amounts in anticipation of reimbursement by the Commonwealth.

Article 11. FY25 STABILIZATION FUND

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$201,507, to be added to the Stabilization Fund established under Article 12, of the October 7, 1982 Special Town Meeting, pursuant to General Laws Chapter 40, Section 5B.

Article 12. FY25 REVOLVING FUND LIMITS

Moderator declared voted by more than a majority to establish the FY25 spending limits for the use of revolving funds under M.G.L. c.44, s.53E ½, by the following departments of the Town, in accordance with each fund as set forth in Article XXXIII of the Town of Sudbury General Bylaws:

<u>Fund</u>	<u>Department</u>	<u>Maximum</u>
Public Health Vaccinations & Tobacco Control	Board of Health	50,000
Plumbing & Gas Inspectional Services	Building Inspector	65,000
Portable Sign Administration & Inspectional Services	Building Inspector	10,000
Conservation (Trail Maintenance)	Conservation Commission	15,000
Conservation (Wetlands)	Conservation Commission	50,000
Forestry Activities	Conservation Commission	10,000
Council on Aging Activities	Council on Aging	65,000
Council on Aging Van Transportation (MWRTA)	Council on Aging	175,000
Cemetery Revolving Fund	Public Works	30,000
Fire Department Permits	Fire	70,000
Goodnow Library Meeting Rooms	Goodnow Library	10,500
Goodnow Library Services	Goodnow Library	25,000
Recreation Programs	Park and Recreation Commission	570,000
Teen Center	Park and Recreation Commission	15,000
Youth Programs	Park and Recreation Commission	150,000
Bus	Sudbury Public Schools	600,000
Instrumental Music	Sudbury Public Schools	100,000
Cable Television	Town Manager	30,000
Rental Property	Town Manager	50,000
Dog	Town Clerk	75,000
Zoning Board of Appeals	Zoning Board of Appeals	50,000
Solar Energy	Combined Facilities	1,000,000

Article 13. CAPITAL STABILIZATION FUND

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$250,000, to be added to the Capital Stabilization Fund established under Article 13 of the 2018 Annual Town Meeting.

Article 14. REVOKE OPIOID SETTLEMENT STABILIZATION FUND

Moderator declared voted by more than a majority to revoke the vote taken under Article 5 of the October 23, 2023 Special Town Meeting creating a new special purpose Opioid Settlement Stabilization Fund pursuant to G.L. c. 40, s. 5B; and to place all past and future statewide opioid settlement receipts received or to be received by the Town into said special revenue fund to be expended without further appropriation for all of the purposes allowed by law, including those outlined in applicable opioid litigation settlement documents.

Article 15. MEANS TESTED SENIOR TAX EXEMPTION EXTENSION

Moderator declared voted by more than a majority that the Town vote in the affirmative on the question: "Shall an act passed in the general court in the year 2012 entitled 'An act authorizing the town of Sudbury to establish a means tested senior citizen property tax exemption' be extended for another 3 years".

Article 16. AMEND ZONING BYLAW, SECTIONS 2200 AND 7000, FIREARMS SAFETY BUSINESS USE

Moderator declared motion defeated.

Article 17. ACQUISITION OF MBTA BUILDINGS

Moderator declared voted by more than two thirds to authorize the acquisition, by gift or purchase, the fee interest in certain real property, together with the improvements thereon, known as (1) the "Section Tool House" identified as Assessor's Parcel K09-0067 located off of Boston Post Road, and (2) the "South Sudbury Train Station" identified as Assessor's Parcel K09-0054 located off of Union Avenue, for general municipal purposes, including without limitation, historic preservation purposes, on such terms and conditions as the Select Board deems appropriate, and further, to transfer \$100 from Free Cash therefor, including all costs and expenses related thereto.

Article 18. SWAP BODY TRUCKS W/ PLOW & VARIOUS BODIES

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$560,000, for the purchase or acquisition and equipping of two (2) swap body trucks for the Department of Public Works.

Article 19. PICKUP TRUCK WITH PLOW

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$120,000, for the purchase or acquisition and equipping of one (1) pickup truck with plow for the Department of Public Works.

Article 20. TOWN-WIDE CULVERT AND DRAINAGE RECONSTRUCTION

Moderator declared voted by more than a majority to appropriate the sum of \$625,000 to be raised by taxation, for the Town-wide (various locations) culvert and drain replacement and appurtenances.

Article 21. DPW ROOF TOP HVAC UNIT REPLACEMENTS

Moderator declared voted by more than a majority to appropriate \$200,000 to be raised by taxation; and to be expended under the direction of the Town Manager for the purpose of the replacement of the DPW roof top HVAC units.

Article 22. DPW SALT SHED VINYL COVER REPLACEMENT

Moderator declared voted by more than a majority to appropriate the sum of \$125,000 to be raised by taxation and expended under the direction of the Combined Facility Director for the purpose of the replacement of the DPW Salt Shed Storage Vinyl Cover.

Article 23. ATKINSON POOL RENOVATION

Moderator declared voted by more than two-thirds to borrow the sum of \$2,350,000, to be expended under the direction of the Town Manager, for the purpose of replacing the existing roofing system, replacing pool mechanical equipment and associated piping, replacing the dive pool skimmers and associated piping, tile repair and re-grouting at the Atkinson Pool including all incidental and related expenses.

Article 24. SPS SCHOOL CLASSROOM INSTRUCTIONAL EQUIPMENT REPLACEMENT

Moderator declared voted by more than a majority to indefinitely postpone Article 24.

Article 25. SPS HAYNES ELEMENTARY SCHOOL DEHUMIDIFICATION HVAC

Moderator declared voted by more than a majority to transfer the sum of \$150,000, from Free Cash, to be expended under the direction of the Sudbury Public School Department for the purpose of the addition, replacement, and/or relocation of HVAC ventilation and air conditioning systems in the Haynes Elementary School including incidental and related expenses associated therewith.

Article 26. LINCOLN-SUDBURY REGIONAL HIGH SCHOOL LIGHTING CONTROL REPLACEMENT

Moderator declared voted by more than a majority to transfer the sum of \$144,585 from Free Cash; being the Town's 87.31% share of the total estimated construction project of \$165,600, to be used together with the amount requested from the Town of Lincoln for its 12.69% share, being the sum of \$21,015, for the purpose of replacing the Lighting Control Analog Panels on the property of Lincoln-Sudbury Regional High School, including any incidental and related costs.

Article 27. LINCOLN-SUDBURY REGIONAL HIGH SCHOOL EXTERIOR STAIRWELL REPLACEMENT

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$130,965, being the Town's 87.31% share of the total estimated construction project of \$150,000, to be used together with the amount requested from the Town of Lincoln for its 12.69% share, being the sum of \$19,035, for the purpose of replacing exterior stairwells on the property of Lincoln-Sudbury Regional High School, including any incidental and related costs.

Article 28. ELECTRIC CAR CHARGING STATIONS FOR GOODNOW LIBRARY

Moderator declared voted by more than a majority to indefinitely postpone Article 28.

Article 29. AMEND GENERAL BYLAW ARTICLE XV, BUILDING PERMIT FEES

Moderator declared voted by more than a majority to amend General Bylaw Article XV, Building Code, Section 1, Building Permit Fees, by amending certain fees charged by the Building Department, as described in the words of the article.

PERMIT TYPE	CURRENT FEE	PROPOSED FEE
<u>Single Family Dwellings,</u>		
New, alterations, additions	\$10/\$1,000 value	\$12/\$1,000 value of work
Minimum Permit Fee	\$40	\$50
 <u>Commercial Buildings and Multi-Family Dwellings</u>		
New, alterations, additions	\$15/\$1,000 value of work	\$15/\$1,000 value of work
Minimum Permit Fee	\$40	\$50
 <u>Sheet Metal Permit Fees</u>		
Single Family Dwellings	\$10/\$1,000 value of work	\$12/\$1,000 value of work
Commercial & Multi Family	\$15/\$1,000 value of work	\$15/\$1,000 value of work
Minimum Permit Fee	\$40	\$50
 <u>Plumbing & Gas Permit: Residential, Commercial & Multi-Family</u>		
First Fixture (new or renovation)	\$55	\$60
Each additional fixture	\$8	\$12
Replacement Fixture (1 inspection) (dishwasher, range, dryer, boiler etc.)	\$30	\$50
Reinspection Fee	\$30	\$50
 <u>Electrical Permit Residential & Commercial</u>		
Reinspection Fee	\$30	\$50
Minimum Permit Fee	\$30	\$50
Industrial Maintenance	\$200 (annual)	\$250 (annual)
 <u>Other Charges</u>		
Lost or Replacement Permit Card	\$0	\$75
Certificate of Inspection per IBC s. 110.7	\$40	\$60

Provided that the Town Clerk shall be authorized to make ministerial or clerical revisions to the numbering and placement of the amended bylaw.

Article 30. AMEND GENERAL BYLAWS ARTICLE XXII CONSERVATION COMMISSION PERMIT FEES

Moderator declared voted by more than a majority to amend General Bylaw Article XXII, Wetlands Administration, Section 4. Applications for Permits and Requests for Determination, by amending the fees charged by the Conservation Commission, as described below; provided that the Town Clerk shall be

authorized to make ministerial or clerical revisions to the numbering and placement of the amended bylaw.

Category	Current	Proposed
Category A: Single minor project	\$25	\$100 plus \$0.50 per square foot impact to unaltered Adjacent Upland Resource Area
Category B: New single-family dwelling	\$250	\$300 Plus \$0.75 per square foot impact to unaltered Adjacent Upland Resource Area
Category C: Subdivision-road and utilities only	\$500 plus \$2 per foot of road sideline within a resource area	No Change Proposed
Category D: Drainage, detention/retention basins	\$500 plus \$2 per 100 cubic feet of basin within a resource area	No Change Proposed
Category E: Multiple Dwelling Structure	\$500 plus \$100/unit, all or part of which is within a resource area	No Change Proposed
Category F: Commercial and Industrial Projects	\$500 plus \$0.50 per square foot of disturbance in an undeveloped resource area	\$1000 plus \$0.75 per square foot of disturbance in an undeveloped resource area
Category G: Application filed after Enforcement Order	Double the fee	No Change Proposed
Category H: Determination of Applicability	No Fee	\$75
Category I: Remediation of a Contaminated Site or Enhancement of a Degraded Resource	\$25	\$500

Article 31. AMEND ZONING BYLAW: CODIFICATION – ADDITIONAL CHANGES

Moderator declared voted by more than two-thirds to adopt the following changes to the Zoning Bylaw as set forth in the Final Draft of the Code of the Town of Sudbury, dated September 2023, on file with the Town Clerk, provided that the Town Clerk shall be authorized to make ministerial or

clerical revisions to the numbering and placement of the amended bylaw;

Specific Revisions:

Section 1310 is amended as indicated:

Buildings, structures or signs may not be erected, structurally altered, moved, or changed in use and land may not be substantially altered or changed in principal use unless such action is in compliance with then-applicable zoning[,] and ~~that~~ all necessary permits have been received under federal, state, or local law. All building permits shall be posted conspicuously on the premises to which ~~it applies~~ they apply during the time of construction.

The second paragraph of original Sec. 2210, regarding the meaning of symbols in the Table of Principal Use Regulations, of the Zoning Bylaw is repealed.

Sections 2326 and 2327 are amended as indicated: "See Appendix B, Table of Dimensional ~~Regulations Requirements~~ Requirements."

Section 3113e is amended as indicated: "The reduction in the number of required spaces will not create undue congestion or traffic hazards, and ~~that~~ such relief may be granted without substantial detriment to the neighborhood and without derogating from the intent and purpose of this bylaw."

Section 3290 is amended as indicated: "In granting such ~~permission~~ special permit, the Zoning Board of Appeals shall specify the size and location of the sign or signs and shall impose such other terms and restrictions as it may deem to be in the public interest."

Section 3294B is amended as indicated: "~~Which Has~~ been destroyed or damaged to the extent that the cost of repair or restoration will exceed 1/3 of the replacement value as of the date of destruction."

Section 4130, under the heading "Floodplain Boundaries," is amended as indicated: "The FIRM and Flood Insurance Study booklet are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building ~~Official Inspector~~, Conservation Commission and Engineering Department."

The following sections are amended to update the references to former Section 4221 to read "Section 7110": Sections 4230, 4242a and b, 4243j, 4252b, and 4253h.

Sections 4242p and 4252n are amended as indicated: "Any existing facility with such a drainage system shall be required to either seal the floor drain (in accordance with the state plumbing code, 248 CMR ~~2.00~~ 10.00)."

Section 4261e is amended to change "Treasurer of the Town" to "Treasurer-Collector of the Town."

Section 4270 is amended as indicated: "The special permit granting authority under ~~this bylaw~~ Section 4200 shall be the Planning Board."

Section 4623b is amended as indicated: "The applicant demonstrates that the medical marijuana treatment center will employ adequate security measures to prevent diversion of medical marijuana to minors who are not qualifying patients pursuant to ~~105 CMR 725.004 935 CMR 500 et seq.~~"

Section 4642 is amended as indicated: "The permit holder shall file a copy of any incident report required under ~~105 CMR 725.110(F) 935 CMR 501.110~~ with the Zoning Enforcement Officer and the Sudbury Police Department within 24 hours of creation by the medical marijuana treatment center."

Section 4720A is amended as indicated:

Except as explicitly provided elsewhere in Section 4700A, the provisions and requirements of other applicable zoning districts, and any rules, regulations, approval processes and/or design or performance standards contained elsewhere in this Zoning Bylaw, shall not apply to any project developed pursuant to Section 4700A[.]; notwithstanding the above, Section 3200 (Signs and Advertising Devices), shall apply.

Section 4700B, Subsection I2b, is amended as indicated:

Upon receipt by the approving authority, applications shall be distributed to the Building Inspector, Fire Chief, Police Chief, Health Department, Conservation Committee Commission, the Town Manager, the Select Board, and the Department of Public Works.

Sections 5151, 5361c, and 5461c are amended to change "Soil Conservation Service" to "Natural Resources Conservation Service."

Section 5332 is amended as indicated: "An SRC shall constitute housing intended for persons of age 55 or over within the meaning of MGL c 151B, § 4, ~~16~~ Subdivision 6, and 42 U.S.C. § 3607(b)(2)(C)."

Section 6132 is amended as indicated: "There must be a substantial hardship to the owner, financial or otherwise, if the provisions of the ~~ordinance~~ or bylaw were to be literally enforced."

Section 6134 is amended as indicated: "Granting the variance must not nullify or substantially derogate from the intent of purpose of the ~~ordinance~~ or bylaw."

Section 7110.

Definition of "sign."

The definition of "fuel pump signs" is amended as indicated: "In accordance with MGL c. 94, § 295c, standard gasoline fuel pump signs on service station fuel pumps bearing thereon in usual size and form the name, type and price of the gasoline."

The definition of "nonconforming sign" is amended as indicated: "Any sign that existed on the effective date of this ~~ordinance~~ bylaw (or amendment thereto) and does not comply with the regulations set forth herein."

Appendix A, Table of Principal Use Regulations, attached to this bylaw is amended as follows:
In entry C28, marijuana establishment, a superscript "8" is added after the type of permitted use in each district.

In the notes following the table, Note 8 is added to read "For medical marijuana treatment centers, see Section 4620."

Article 32. AMEND ZONING BYLAW ARTICLE IX, SECTION 6300, SITE PLAN REVIEW

Moderator declared that Article 32 is Defeated.

Article 33. AMEND ZONING BYLAW ARTICLE IX: INSERT SECTION 4700C MULTI-FAMILY OVERLAY DISTRICT

Moderator declared voted by more than a majority to amend the Zoning Bylaw, Article IX, by inserting a new Section 4700C "Multi-Family Overlay District", as set forth in the document entitled "Multi-Family Overlay District" dated 31 January 2024 and on file with the Town Clerk, and to amend the Zoning Map as shown on a plan entitled "Multi-Family Overlay District Map", dated 31 January 2024, and on file with the Town Clerk. Provided that the Town Clerk shall be authorized to make ministerial or clerical revisions to the numbering and placement of the amended bylaw.

Article 34. AMEND ZONING BYLAW ARTICLE IX: SECTION 5600 INCLUSION OF AFFORDABLE HOUSING

Moderator declared voted by more than a majority to amend the Zoning Bylaw, Article IX, Section 5623 by adding the words "Section 4700C Multi-Family Overlay District", as shown below.
"Developments which are permitted under the following regulations shall be exempt from this Section 5600, in its entirety: Massachusetts General Law Chapters 40B or 40R, and from this Zoning Bylaw Section 4700A North Road Residential Overlay District, Section 4700B Melone Smart Growth Overlay District, **Section 4700C Multi-Family Overlay District**, Section 5300 Senior Residential Community, and Section 5400 Incentive Senior Development." Provided that the Town Clerk shall be authorized to make ministerial or clerical revisions to the numbering and placement of the amended bylaw.

Article 35. COMMUNITY PRESERVATION ACT FUND – WAYSIDE INN ROAD BRIDGE RECONSTRUCTION

Moderator declared voted by more than a majority to appropriate the sum of \$400,000, for Historic Resources purposes under the Community Preservation Act from Historic Resources Reserves to reconstruct the Wayside Inn Road Bridge superstructure over the Hop Brook tributary which is located approximately 1,000 feet westerly from the Wayside Inn. The structure is located within the Wayside Inn Historic District. Construction shall include replacement/repair of the parapet walls, portions of the bridge deck, guardrail, pavement, grading, loam, seed and associated work including any incidental and related expenses.

Article 36. COMMUNITY PRESERVATION ACT FUND - BRUCE FREEMAN RAIL TRAIL - PHASE 3

Moderator declared voted by more than a majority to appropriate the sum of \$600,000 for Open Space and Recreation purposes under the Community Preservation Act from FY25 CPA Estimated Annual Revenues and then from the CPA General Reserve Funds if needed, for the purpose of advancing the design and construction of the Bruce Freeman Rail Trail (BFRT) Phase 3, extending south of the intersection with the Mass Central Rail Trail to Eaton Road West near the Framingham cityline; including any incidental and related expenses.

Article 37. COMMUNITY PRESERVATION ACT FUND –HOUSING AUTHORITY ALLOCATION

Moderator declared voted by more than a majority to indefinitely postpone Article 37.

Article 38. COMMUNITY PRESERVATION ACT FUND –HOUSING TRUST ALLOCATION

Moderator declared voted by more than a majority to appropriate the sum of \$380,000 for Community Housing purposes under the Community Preservation Act from FY25 CPA Estimated Annual Revenues and then from the CPA General Reserve Funds if needed, as a grant to the Sudbury Housing Trust for the purpose of supporting community housing through the provision of grants loans, rental assistance, security deposits, interest-rate write downs, or other forms of assistance for the purpose of making housing affordable.

Article 39. COMMUNITY PRESERVATION ACT FUND – REMEDIATION OF WATER CHESTNUTS FROM HOP BROOK POND SYSTEM

Moderator declared voted by more than a majority to appropriate the sum of \$56,221 for Open Space and Recreation purposes under the Community Preservation Act from FY25 CPA Estimated Annual Revenue and then from the CPA General Reserve Fund, if needed, as a grant to the Hop Brook Protection Association for the purpose of remediating/removing water chestnuts and other invasive species from the Hop Brook Pond System and to authorize the Select Board to enter into a grant agreement on such terms and conditions as it deems appropriate.

Article 40. COMMUNITY PRESERVATION ACT FUND – PARKINSON FIELD DRIVEWAY DESIGN

Moderator declared voted by more than a majority to appropriate the sum of \$100,000 for Open Space and Recreation purposes under the Community Preservation Act from FY25 CPA Estimated Annual Revenues and then from the CPA General Reserve Fund, if needed, for the purpose of advancing the design of the driveway and parking area improvements at Parkinson Field, including any incidental and related expenses.

Article 41. COMMUNITY PRESERVATION ACT FUND – COMMUNITY GARDEN

Moderator declared voted by more than a majority to appropriate the sum of \$40,000 for Open Space and Recreation purposes under the Community Preservation Act from FY25 CPA Estimated Annual Revenue, and then from the CPA General Reserve Fund, if needed, for the purpose of the installation and equipping of an artesian irrigation well for a reliable water source to support local farming at Lincoln Meadows including demolition, site preparation and any other incidental and related costs.

Article 42. COMMUNITY PRESERVATION ACT FUND – REGIONAL HOUSING SERVICES OFFICE (RHSO) MEMBERSHIP FEE

Moderator declared voted by more than a majority to appropriate the sum of \$33,000 for Community Housing purposes under the Community Preservation Act, funded from FY25 CPA Estimated Annual Revenue and then from the CPA General Reserve Fund, if needed, for the purpose of supporting and creating community housing by funding of the Town's portion of the FY25 Regional Housing Services Office (RHSO) membership fee.

Article 43. COMMUNITY PRESERVATION ACT FUND – RETURN OF UNSPENT FUNDS

Moderator declared voted by more than a majority to return the unused funds from appropriations voted at prior Town Meetings for projects that have been completed and for which no liabilities remain outstanding or unpaid, into the Community Preservation Act Fund as follows:

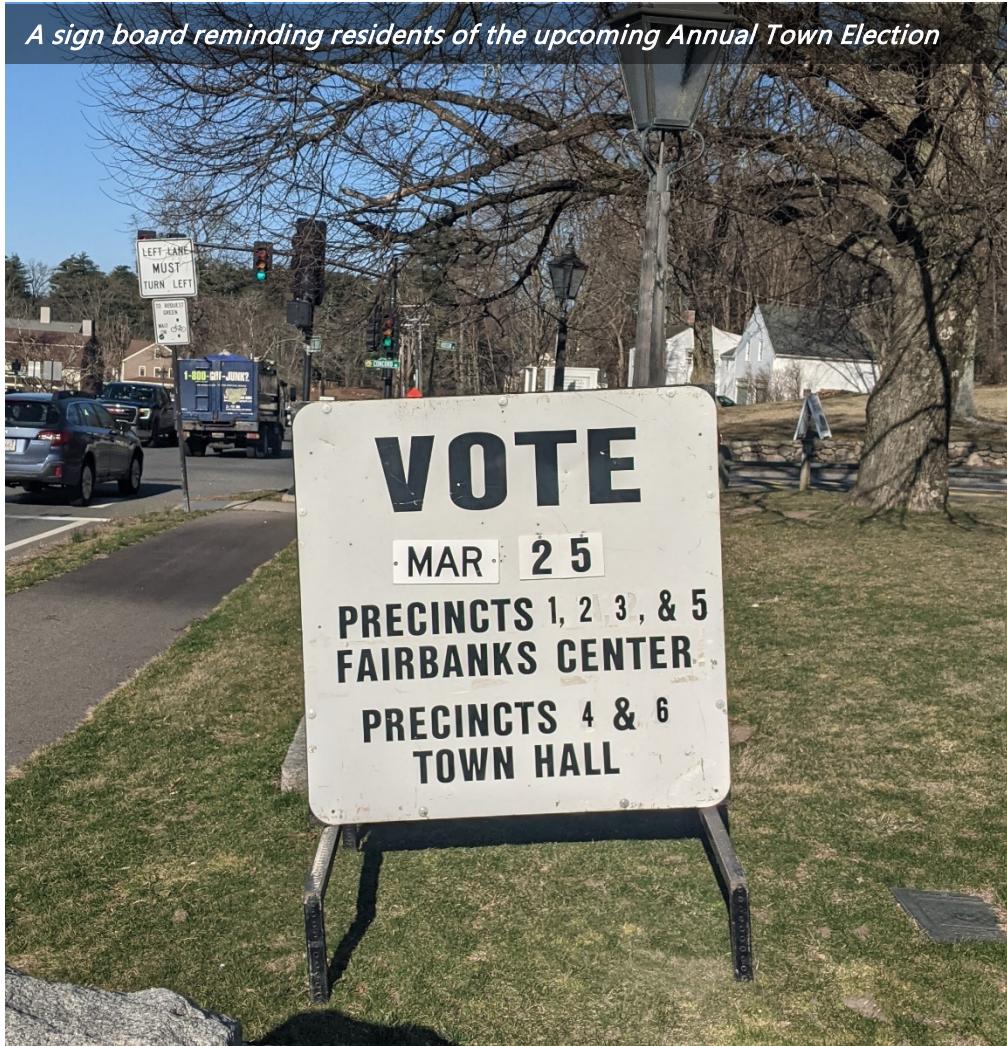
2020 ATM, Article 45 - Remediation of Water Chestnuts from Hop Brook Pond System to be returned to the category of Open Space and Recreation \$28,051.12
Total:\$28,051.12

Article 44. COMMUNITY PRESERVATION ACT FUND – GENERAL BUDGET AND APPROPRIATIONS

Moderator declared voted by more than a majority to appropriate the sums recommended by the CPC in the following Community Preservation Act budget for FY25 Community Preservation surtaxes.

\$114,500 Administrative and Operating Cost
\$750,193 Debt Service

A sign board reminding residents of the upcoming Annual Town Election



2024 Annual Town Election

March 25, 2024

The Annual Town Election was held at two locations. Precincts 1, 2, 3 & 5 voted at the Fairbank Community Center, 40 Fairbank Road, and Precincts 4 & 6 voted at the Town Hall, 322 Concord Road. The polls were open from 7:00 AM to 8:00 PM. There were 3375 votes cast, representing 25 of the town's 13,420 active registered voters. The final tabulation was done at the Town Hall.

MODERATOR (1) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
CATHARINE V. BLAKE 546 PEAKHAM ROAD (CANDIDATE FOR RE-ELECTION)	464	484	346	423	368	408	2493
WRITE-INS	3	0	2	1	0	3	9
BLANKS	181	192	110	125	140	125	873
Totals for Office	648	676	458	549	508	536	3375

SELECT BOARD (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
DANIEL E. CARTY 15 STONEBROOK ROAD (CANDIDATE FOR RE-ELECTION)	413	404	283	339	310	333	2082
JANIE WILSON DRETLER 286 GOODMAN'S HILL ROAD (CANDIDATE FOR RE-ELECTION)	323	404	297	358	314	337	2033
ERIC D. POCH 28 RUDDOCK ROAD	354	278	171	225	201	195	1424
WRITE-INS	4	4	2	4	3	4	21
BLANKS	202	262	163	172	188	203	1190
Totals for Office	1296	1352	916	1098	1016	1072	6750

BOARD OF ASSESSORS (1) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
JOSHUA FOX 80 BRIMSTONE LANE (CANDIDATE FOR RE-ELECTION)	463	473	341	411	359	398	2445
WRITE-INS	1	0	2	0	0	2	5
BLANKS	184	203	115	138	149	136	925
Totals for Office	648	676	458	549	508	536	3375

GOODNOW LIBRARY TRUSTEE (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
ERIKO TAKAI FRANK 36 RAYNOR ROAD	403	410	278	372	312	352	2127
MEGAN KELLEY 109 DAKIN ROAD	442	421	301	398	331	384	2277
WRITE-INS	10	28	11	4	0	9	62
BLANKS	441	493	326	324	373	327	2284
Totals for Office	1296	1352	916	1098	1016	1072	6750

SUDBURY HOUSING AUTHORITY (1) FOR FIVE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
SHERRILL P. CLINE 84 CONCORD ROAD (CANDIDATE FOR RE-ELECTION)	446	461	330	398	346	401	2382
WRITE-INS	0	0	4	1	2	0	7
BLANKS	202	215	124	150	160	135	986
Totals for Office	648	676	458	549	508	536	3375

BOARD OF HEALTH (1) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
LINDA HUET-CLAYTON 8 PINE RIDGE ROAD (CANDIDATE FOR RE-ELECTION)	438	462	327	400	338	393	2358
WRITE-INS	1	0	2	0	0	0	3
BLANKS	209	214	129	149	170	143	1014
Totals for Office	648	676	458	549	508	536	3375

PARK AND RECREATION COMMISSIONER (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
ROBERT C. BEAGAN 25 PINE STREET (CANDIDATE FOR RE-ELECTION)	423	439	308	376	311	365	2222
LAURIE ELIASON 411 CONCORD ROAD (CANDIDATE FOR RE-ELECTION)	432	442	311	382	324	374	2265
WRITE-INS	4	0	3	0	1	3	11
BLANKS	437	471	294	340	380	330	2252
Totals for Office	1296	1352	916	1098	1016	1072	6750

PARK AND RECREATION COMMISSIONER (1) FOR ONE YEAR (TO COMPLETE A TERM)

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
WILLIAM GRANGER ATKESON 53 FIRECUT LANE	418	444	310	390	327	369	2258
WRITE-INS	1	0	4	0	2	2	9
BLANKS	229	232	144	159	179	155	1098
Totals for Office	648	676	458	549	508	526	3365

PLANNING BOARD (2) FOR THREE YEARS

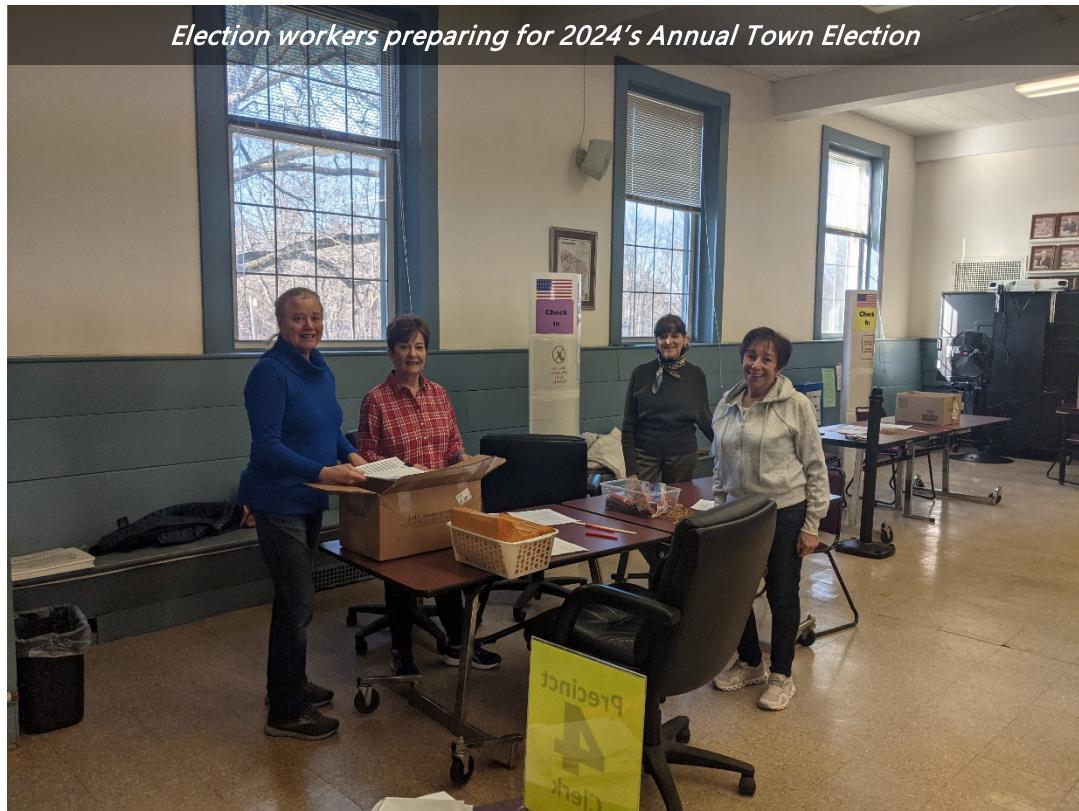
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
STEPHEN R. GARVIN 26 BOWDITCH ROAD (CANDIDATE FOR RE-ELECTION)	434	462	317	385	326	380	2304
JOHN ROBERT SUGRUE 23 KAY STREET (CANDIDATE FOR RE-ELECTION)	405	421	303	366	311	363	2169
WRITE-INS	3	0	3	0	1	2	9
BLANKS	454	469	293	347	378	327	2268
Totals for Office	1296	1352	916	1098	1016	1072	6750

SUDBURY SCHOOL COMMITTEE (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
KARYN JONES 27 PENDLETON ROAD	420	449	313	379	333	368	2262
MARY TERESA STEPHENS 31 MAYNARD FARM CIRCLE	478	436	311	378	337	388	2328
RICHARD MARK THALMAN 61 PINE STREET	185	230	145	157	170	144	1031
WRITE-INS	3	3	1	0	4	2	13
BLANKS	210	234	146	184	172	170	1116
Totals for Office	1296	1352	916	1098	1016	1072	6750

LINCOLN-SUDBURY REGIONAL DISTRICT SCHOOL COMMITTEE (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
CATHERINE SOUSA BITTER 245 TOWER ROAD (LINCOLN)	411	425	293	351	315	349	2144
MAURA F. CARTY 15 STONEBROOK ROAD	442	443	325	388	326	378	2302
WRITE-INS	2	3	3	1	6	2	17
BLANKS	441	481	295	358	369	343	2287
Totals for Office	1296	1352	916	1098	1016	1072	6750



TOWN MODERATOR

It was my privilege to serve as Town Moderator in 2024. Annual Town Meeting was held over two (2) nights on May 6 and 7, 2024. For the second year in a row, residents used wireless remote clickers to vote electronically at Town Meeting. Residents discussed and voted on a total of 45 Warrant Articles.

During the opening of Annual Town Meeting, the LS student, Justin Miller, sang the National Anthem and lead the hall in the Pledge of Allegiance. Representative Carmine Gentile recognized Nancy Rubinstein for her tenure on the Board of Appeals and Permanent Building Committee; Silvia Nersessian for her tenure on the Sudbury Public School Committee; Sarah Trioano for her tenure on the Sudbury Public School Committee; Susan Berry for her tenure on the Finance Committee; and Mary Warzynski for her tenure on the Lincoln-Sudbury School Committee. The Select Board also recognized Craig Blake, a long-time Sudbury resident who served on the Permanent Building Committee for 36 years, by giving him the honor of making the motion under Article 1.

Over the course of the two nights, in addition to the usual debate and vote of the budget articles, Town Meeting took up articles which included funding for town wide culvert and drainage reconstruction; the acquisition of MBTA buildings along the Bruce Freeman Rail Trail and the Central Massachusetts Rail Trail; funding for Atkinson Pool renovations; and several amendments to the General Bylaws and the Zoning Bylaws. An amended article to amend the zoning bylaws with respect to Firearms Business Use was defeated. An extensive consent calendar included the passage of 27

Articles (including the purchase of vehicles for the Department of Public Works; Haynes Elementary School dehumidification; LSRHS lighting control replacement; LSRHS exterior stairwell replacement; and numerous CPC articles). Town Meeting concluded with the passage of a citizen petition to amend General Bylaws Section 20-4 by adding the word "disability" to the list of conditions in the definition of discriminatory, discriminate, or discrimination.

Prior to dissolving Annual Town Meeting, I made the following appointments to the Finance Committee: John Baranowsky; Karl Fries; and Andrew Sousa, all for three years.

I thank all the voters who came out to Annual Town Meeting and participated in direct democracy. Debate was spirited, engaging, and respectful. I also want to thank all of the town staff who worked hard to make the meeting happen.



Respectfully Submitted,
Catharine V. Blake, Town Moderator

EDUCATION

SUDBURY PUBLIC SCHOOLS

Superintendent's Report

The Sudbury Public Schools continues to meet the needs of students in the 2024-2025 school year. The District budget absorbed grant-funded positions paid for from expiring Federal grants. The FY25 budget included funding for the summer program that was also previously funded outside of the operating budget. The district continued to enhance its teaching and learning capacities through annual goals and professional development. Those goals help us to remain focused on working together to provide a high-quality educational experience for all students in a safe and caring environment.

Central Office staff moved into the new Fairbank Community Center in December 2023. The offices are bright, flexible, and accessible. There are dedicated spaces for collaboration, and the furnishings can be flexibly configured to serve multiple purposes. The new space also provided an opportunity to celebrate the strong fine arts program. Art teachers from each of the schools collaborated to create the Sudbury Student Art Gallery at the new Central Office. The District is grateful to the community and promises to be a careful steward of this resource.

Sudbury Public Schools have made a significant and long-term commitment to play and accessibility. We opened an accessible Outdoor Health and Wellness Space at Curtis Middle School. The space includes swings, an obstacle course, and other play elements that will enhance the connectedness of students while supporting the social emotional, mental health, and physical wellness of the community. This

space will be used during recess times and will augment PE programming.

SPS Vision

We are committed to excellence in educating students to be knowledgeable, creative, independent thinkers who are caring, collaborative members of the school and wider communities.

SPS Theory of Action

If SPS provides differentiated high-quality instruction that is aligned with the Massachusetts learning standards for every student, maintains a safe school environment, uses data to inform instruction, and supports educators through professional development, ongoing feedback, and enhanced leadership in curriculum and instruction, then our students will be challenged and their varied learning needs met, the capacity of educators will grow, and the existing achievement gaps will narrow.

SPS 2024-2025 Goals

DISTRICT GOALS

Wellness: Sudbury Public Schools promote the social, emotional, and physical wellness of students.

1. Enhance and maintain district-wide safety protocols: implement "Say Something" reporting system for staff, students, and community and orient staff to Reunification Plans
2. Review and revise Mental Health referral protocols, goal writing, and practices.

3. Standardize and refine updated 504 process
4. Engage in the Facilities Conditions Assessment and SPS Capital Plan
5. Implement disability awareness curriculum grades 3-5
6. Review and revise scope and sequence for middle school Health curriculum to align to the new National Health Standards and MA Curriculum Framework
7. Review and revise scope and sequence for grades K to 8 Physical Education curriculum to align to the new National PE Standards and MA Curriculum Framework
8. Update institutional self-assessment to reflect equity audit and on-going DEI progress monitoring
9. Revisit District Communication strategies, including translation tools, website, and Anonymous Reporting
10. Develop an understanding of the revised Nursing Framework of ensuring that students are "Healthy, safe, and ready to learn"

Innovation: Sudbury Public Schools implement innovative, research-based curriculum and educational practices.

- Ensure all students have access to High-Quality Instructional Materials (HQIM) and instructional strategies that focus on access and engagement
 - Align mathematical course content with HQIM and course progressions and continue to focus on engaging and equitable mathematical experiences for students.
 - Complete the implementation of HQIM and performance-based assessments in Ancient Cultures course.
 - Pilot HQIM for ELA in grades K-5
 - Begin the 3-year implementation of OpenSciEd at the middle school.

- Review and revise elementary science curriculum.
- Implement and support through professional development SEL daily educational practices at the middle school.
- Conduct professional development series from Keys to Literacy for Writing in K-8
- Initiate curriculum review process for world language
- Showcase student art through the Sudbury Student Artists' Gallery
- Identify opportunities to promote and implement sustainability measures, e.g. composting, solar, recycling

Meeting the Needs of ALL Students: Sudbury Public Schools provides equitable learning experiences to engage and challenge every student.

- Continue to build a data culture: PD on using data to analyze and evaluate student data through an equity lens to support instruction and curriculum, expand internal data warehousing capacity
- Pilot model grading practices at the middle school
- Enhance communication with families about student academics.
- Review and modify specialized programming for elementary students with learning and emotional needs.
- Review, revise, and align protocols and entrance and exit criteria for Tiered Support Systems.
- Use revised DCAP to support teachers and inform the Student Support Team (IST/BBST) processes.
- Continue to engage the early childhood community to understand their needs for equitable access and meet the needs of special education state mandates.
- Accelerate the district's ADA transition work and normalize use of assistive

- technologies in large presentation spaces to reach all audiences
- Implement and support staff with the new IEP process
- Deploy classroom UDL (Universal Design for Learning) instructional technology (Year 1 of 5)
- Collaborate with community partners to support families' childcare needs

As we pursue our strategic goals and objectives we also, like other school systems in the Commonwealth, continue to be challenged to balance educational needs and our desire to be an innovative school system with our fiscal responsibilities. SPS has continued to maintain our strengths and strategically implement improvements through the hard work and dedicated service of our staff members and the unequalled support of a wide range of parent and community organizations. As a district, we continue to pursue structures that meet the needs of students while controlling personnel costs.

The General Fund budget including employee benefits for FY25 is \$55,565,612, which is 3.60% greater than the prior year (FY24) General Fund budget of \$53,634,959. In FY25, Sudbury Public Schools employs 467.21 full time-equivalent employees (FTE's); this compares with 477.11 FTE's in FY24.

Our efforts to make improvements have been enhanced by the unwavering support of our parents, parent organizations (PTOs), as well as generous grants from Sudbury Education Resource Fund (SERF), and The Sudbury Foundation. These groups have contributed hundreds of thousands of dollars to provide opportunities for our students and staff that the district's budget could not support. In some cases, core opportunities (e.g. enrichment and creative professional development) have been enhanced by local contributions. We appreciate

these partnerships and the generous support of the work of our educators, which has allowed Sudbury Public Schools to continue to be a great place to learn and work.

In the space below, we offer a brief overview of our school district and invite you to visit our website at www.sudbury.k12.ma.us to learn more about SPS. On our website you will find detailed information about our school district including but not limited to individual schools, teaching and learning across the district, news and upcoming events, and the school district budget. For questions, please contact Superintendent Brad Crozier at 978-639-3211.

Student Enrollment

As of January 14, 2025, SPS enrollment in grades Pre-K to 8 was 2,586 students. This is an increase in enrollment from 2,581 students in the 2023-2024 school year and a decrease from our highest enrollment of 3,302 students in 2007.

Early Childhood Education

PRESCHOOL

The Sudbury Public Schools is home to an Integrated Preschool program at the Noyes School. Residents may apply as tuition preschool students on a "first-come/first-serve" basis beginning in the fall of each year. If interested in a preschool application, one may register from the district website or reach out to early_childhood@sudbury.k12.ma.us or call the Early Childhood Office at: (978) 639-3204.

Our preschool is committed to a developmentally appropriate philosophy that combines a play-based, language model that is enriched by a strong academic curriculum to align with the standards that are well established by the MA State Department of Early Education & Care (EEC) Guidelines for Preschool Learning Experiences. Our preschool team believes in educating the whole child by respecting

individual needs for social, emotional, physical, and cognitive development. This inclusive educational program allows all children to learn from each other while providing a lifelong foundation for respecting human differences.

The Sudbury Preschool Program prioritizes multiple learning modalities and methodologies. Each week, preschool classes attend an educational music class and a physical education/gross motor class. Social-emotional learning is the priority, while all classrooms teach literacy skills inclusively and systematically. Artistic development is deliberately planned with curriculum integration on thematic units, and science and math standards are incorporated with each unit of study aligning to the State Standards. Outdoor learning opportunities are celebrated daily, as preschoolers play outside to practice social, gross motor, and language skills with peers. There is a combination of half and full-day programming.

Each class is staffed with a Master's level teacher and two teacher assistants/tutors depending upon student needs. Speech and language, occupational, applied behavior analysis, and physical therapists interact with all classrooms. The professional staff includes a school psychologist, social worker, and guidance counselor, with regular consultation from a vision and mobility specialist. The preschool program regularly offers community "developmental screenings," where families can meet with professionals to discuss their children's developmental milestones. The preschool team is highly experienced in both general and special education practices. This integrated early childhood program is an enriching learning environment for all students.

KINDERGARTEN

The Sudbury Public Schools provides full-day kindergarten to all students free of charge. Kindergarten registration begins in February for

children who turn age five on or before September 1st for enrollment. Each year the district hosts a "Kickoff to K" evening event in January for parents and guardians to learn more about the Sudbury Kindergarten Program and ask questions. In the late spring, a 'Kindergarten Orientation' event is held, and this is when families and children are invited to visit their specific neighborhood school. The registration process begins with an online form accessible from the district's "Registration" tab as of February 1st. Families will need to provide proof of residency for each child who enters the school system, even if there are older siblings who are currently enrolled. In addition, forms to address health concerns and parent information must be completed. If you have questions about the kindergarten program or your child's readiness, please reach out to early_childhood@sudbury.k12.ma.us or call the Early Childhood Office at: (978) 639-3204.

Teaching and Learning/Curriculum

District curriculum is aligned with the Massachusetts Curriculum Frameworks. Clearly communicating with families about students' learning is a priority for the District. Resources supporting families' understanding and engagement with the various curricular areas can be found at <http://www.sudbury.k12.ma.us/>, under the Teaching & Learning tab.

English Language Arts

ELA Curriculum Standards emphasize complex texts and writing about reading. This year, elementary teachers have engaged in a study of evidence-based writing instructional practices with Keys to Literacy. A Steering Committee of educators and specialists has been guiding the district through the process of updating the ELA curriculum, including the adoption of a product that supports the recommendations of DESE and experts in the Science of Reading. A new program called Expeditionary Learning will be

implemented in the 2025-2026 school year. At the middle school level, instructional units utilizing differentiated text sets provide for consistency of theme and topical study, while also allowing students to read in texts that provide the optimal level of challenge. A Response to Intervention (RTI) framework is in place at each of our schools. Periodic assessments measure students' literacy development. Literacy support for students is provided using research-based methodologies.

History & Social Studies

The K-8 Social Studies program is designed to help students become informed in four main areas: geography, history, economics, and civics and government. The Massachusetts History and Social Science Standards define the "the primary purpose of a history and social science education is to prepare students to have the knowledge and skills to become thoughtful and active participants in a democratic society and a complex world." Students study topics with primary sources serving as the core instructional materials. Grade 8 students participate in a Civics Action Project and travel to Washington D.C. for an extended exploration of national landmarks and government.

Mathematics

The Mathematics Curriculum Standards place emphasis on the mathematical practices and the development of a mathematical mindset that allows for flexibility, persistence, and application. We are currently transitioning from Bridges in Mathematics, 2nd edition to Bridges in Mathematics, 3rd edition as our core K-5 Mathematics program. DESMOS is the core grade 6-8 Mathematics program. The core middle school curriculum is supplemented in grade eight with Algebra I and Number Theory offerings and in grade seven with Mathematics Challenge and Support.

Science, Technology and Engineering [STE]

The Sudbury Public Schools Science and Engineering curriculum provides students in grades K-8 the valuable opportunity to investigate science and engineering with a hands-on, inquiry approach. Guided by the 2016 Science & Technology/Engineering Framework, middle school educators use a phenomena-based approach, allowing students to connect their learning to observable events and experiences in the world around them to foster a deeper understanding of scientific concepts and practices. Elementary educators use a similar approach designed to encourage curiosity and exploration, guiding students to ask questions, investigate, and draw conclusions through meaningful scientific experiences. The Science and Engineering Curriculum Specialist and Science and Engineering Instructional Coach assist teachers with professional development, curriculum development, and coaching in the classroom.

Digital Literacy and Computer Science

Massachusetts learning standards call for the integration of technology in all content areas as well as standards specific to the Computer Sciences and Digital Literacy.

Kindergarten and first grade students use devices for learning activities that support the content. Through repetition and established routines, students gain independence with the devices while learning to problem solve and navigate online. Students grade 2-8 participate in a 1:1 Chromebook program. These devices are used by students to produce work, collaborate with others, and support workflow. Google Classroom and Schoology, our online learning management systems, are used by students, educators, support staff, and parents to facilitate home/school communication. The district has invested in online subscriptions to support student learning.

Unified Arts

Art, Music, and World Language are critical components of Sudbury's Unified Arts curriculum in elementary and middle school grades. Spanish instruction is provided to all elementary students in grades 1 through 5. Middle school students elect either French or Spanish and proceed with their study of a world language in grades 6 through 8. Elementary band and orchestra, as well as middle school band, orchestra, and chorus, are quality elective programs in our schools. Students participate in visual arts in grades 1 through 8.

Health and Wellness

The Sudbury Public Schools Wellness and SEL Program is designed to help students develop physical and health literacy while fostering their emotional and social well-being. The guiding documents for this program, the Massachusetts Curriculum Framework for Health and Physical Education and the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework, emphasize building competency in decision-making, self-awareness, social awareness, self-management, and relationship skills. Students engage in comprehensive educational activities in physical education, health education, and social-emotional learning that are integrated throughout all parts of the school day.

The program's success relies on the coordinated efforts of key stakeholders, including school-based professionals such as teachers, mental health staff, administrators, and nurses, alongside collaborations with families and community safety departments. This collective approach ensures a holistic focus on student well-being and supports the implementation of research-based best practices and evidence-based curricula for students from PreK through eighth grade.

Student Assessment

As part of the Education Reform Act of 1993, the State Board of Education instituted a system of student assessments. SPS students in grades 3-8 take MCAS in English Language Arts and Mathematics. Additionally students in grades 5 and 8 take MCAS in Science, Technology and Engineering. Eighth graders also take the Grade 8 Civics MCAS assessment.

English Learners are assessed each winter using the ACCESS assessment. This assessment measures student learning in the four language domains of Listening, Speaking, Reading, and Writing. Results are used to help families and educators understand students' current level of English language proficiency, and serves as one of the measures used to determine whether students are prepared to exit English language support programs.

State assessments are designed to help identify those students who need improvement in various subject areas and to provide information on those specific areas on which to focus curricular improvement efforts.

The Schools

The Education Reform Act of 1993 established School Councils at all schools in the Commonwealth. Each School Council is co-chaired by the building principal with membership that includes parents, teachers and community members. The Council assists the principal in identifying educational needs of the students, reviewing the annual school budget, and formulating a School Improvement Plan (SIP). The Council and the principal are responsible for the adoption of educational goals for the school and formulation of a plan to advance such goals and improve student performance.

Sudbury has a tradition that welcomes parent involvement in our schools. Parents are active supporters of many of our programs and countless activities within individual classrooms. Each of our schools has an active parent organization that provides a formal way for parents to be involved in Sudbury's schools.

As of 1/14/25

School	Grades Served	Enrollment	Administration
Ephraim Curtis Middle School	6 - 8	819	Jeff Mela, Principal Angela Menke, Assistant Principal Brian Menna, Assistant Principal
Josiah Haynes Elementary School	K - 5	400	Bryant Amitrano, Principal Christine Maus, Assistant Principal
Israel Loring Elementary School	K - 5	432	Sara Harvey, Principal David Gaita, Assistant Principal
General John Nixon Elementary School	PK - 5	362	Susan Woods, Principal Christine Maus, Assistant Principal
Peter Noyes Elementary School	PK - 5	471	Cynthia Marchand, Interim Principal Kristin Moffat, Assistant Principal

The Sudbury Education Resource Fund (SERF)
The Sudbury Education Resource Fund (SERF) is a non-profit, tax-exempt organization that awards education-related grants to the Sudbury PK-12 public schools. SERF coordinates a bank of resources and expertise, providing grants for educational pursuits, curriculum support, student enrichment, and professional development. SERF has granted over \$246,618 to Sudbury's schools in the last five years alone. Membership in SERF is open to all individuals interested in contributing their time and energy. SERF continues to be an extremely valuable resource for enriching all aspects of the educational experience of students in Sudbury Public Schools. Further information regarding SERF can be found at: info@serfsudbury.org.

METCO Program

The Metropolitan Council for Educational Opportunity (METCO) was created in 1966 by urban and suburban educational collaborators who believed that all children should have access to quality education in suburban school districts. In this program, Boston resident

students receive placements in participating suburban districts, supported by state grant funding. The Sudbury K-8 system enrolled its first forty students in the METCO program on January 27, 1975 in the five Sudbury elementary schools. Currently, this grant-funded program supports up to 70 students annually. The 2019-2020 academic year marked the first time Sudbury Public Schools METCO Program enrolled kindergarteners due to a policy change by the Sudbury School Committee. Students completing grade 8, and any other student(s) leaving the Sudbury METCO Program, are replaced with the number of new students needed to maintain enrollment for the next academic year.

Leslie Smart is the METCO Director for SPS K-8. She began her tenure in September 2022. The METCO Program Coordinator for the Ephraim

Curtis Middle School provides direct services to students from Boston during the school day and communication with parents and teachers, as well as being a liaison between the middle school students, faculty, staff, and families and the METCO Director.

Sudbury Public School students who reside in Boston participate in a variety of activities offered by Sudbury Public Schools. Sudbury METCO parent meetings are held in person in Boston and virtually several times per year; including an annual School Committee meeting. The meetings provide families from Boston an opportunity to discuss issues that are relevant to their children's academic progress and social-emotional well-being.

SEPAC

Massachusetts General Law 71B and 603 CMR 28 requires that every district and their school committee establish and support a Special Education Parent Advisory Council (SEPAC). Its duties include but are not limited to advising the school committee on matters that pertain to the education and safety of students with disabilities and meeting with school officials regularly to participate in the planning, development, and evaluation of the District's special education programs.

Special Education

The Sudbury Public Schools strives to offer the highest quality programming that will allow our students to participate in their neighborhood schools. Students' educational opportunities vary from full inclusion programs to specialized classrooms to support a host of learning needs and styles. Programming is available beginning at age 3 and ending at age 14 when students advance to Lincoln Sudbury Regional High School.

The district continues to focus on inclusionary practices that permit students with disabilities to

have access to the general curriculum and school community. While the law states that all communities must place students in the least restrictive environment, the district recognizes the positive opportunities that result when students with disabilities participate in the general education classroom and when the curriculum has a universal design of learning for equitable access. All schools strive to establish inclusionary opportunities for students, and enriched educational experiences for all students are a priority.

The district continues to focus on the development of district-wide tiered systems of support to meet the social, emotional, and behavioral needs of all students. A tiered system of support is defined as a data-driven, prevention-based framework for improving learning outcomes for every student through a layered continuum of evidence-based practices and systems. The district created a district-wide team, including consulting experts, to examine data and identify areas of social, emotional, and behavioral needs impacting school safety or access to education. The systems of support are continuously being updated and adjusted.

The Sudbury Public Schools strive to be inclusive and child-centered environments where individual learning needs are met. The classroom is the best location for students to be nurtured in order to develop into able learners. The multiplicity of programs in the schools offers a spectrum of learning options and a continuum of service delivery in order to provide for the varied needs and learning styles of our special education students. The preschool program, at the Peter Noyes School, supports students with and without disabilities from age 3 until the transition to Kindergarten. Every elementary school hosts a learning center model with one or more specialized programs. Program strands at the elementary level continue to the middle school. Programs support students with

significant learning, social and/or emotional challenges. The success of the programs can be attributed to the excellent teachers who continue to build their repertoire of skills. These programs allow more students to remain in their neighborhood schools, enhancing the Sudbury Public Schools for all students.

Professional Development

The Sudbury Public Schools support professional development as a key strategy for maintaining excellence in teaching. Two full-days for professional development workshops, in-service workshops throughout the year, ongoing support for conference attendance, and teacher leadership teams are some of the strategies used to grow the capacity of SPS educators. New teachers to Sudbury schools participate in a multi-day induction program customized to enhance their understanding of Sudbury's learning expectations and resources. Veteran teachers assume the role of mentors for newer teachers, forming professional relationships that benefit both new and veteran teachers. Sudbury educators are committed to attending a 30-hour course in IDEAS (Initiatives for Developing Equity and Achievement for Students), a program that explores racial identity development and promotes international vision within our curriculum. Additionally, Sudbury teachers assigned an EL (English Learner) student continue to engage in a rigorous 3 credit program of studies in order to earn the SEI (Sheltered English Immersion) Endorsement required by the state.

The Sudbury Public Schools implemented an Improved Learning for All (ILAP) plan. ILAP is a professional growth model that utilizes early-release days approximately twice per month, enabling educators to attend carefully planned work sessions. ILAP days foster collaborative group activities within and across schools, grade

levels, and disciplines to help accomplish district-wide and school goals.

Personnel

RETIREES

The following SPS team members retired during the past year – Carol Bradford, Debbie Campbell, Holly Estes, Nancy Iacobucci, Brad Jones, Jeff Kotkin, Adeline Meagher, Karen Miller, Rex Phung, Pam Radler, and Kim Swain. We were also saddened by the passing of two active teachers, Colby Caravaggio, Art teacher at the Noyes School and Betsy Joseph, 6th grade History Teacher at Curtis Middle School.

YEARS OF SERVICE AWARDS

On Opening Day in August of 2024 we had the honor and pleasure to acknowledge the following SPS team members: Amie Abdal-Khabir, Eileen Berkel and Barbara Durant completed 30 years of service; Erin Haher, Ryann Hart, Ann-Noelle McCowan, Bonnie McGavick, Kristin Nawrocki and Paul Orr completed their 20th years of service and Rebecca Amaral, Allison Baker, Nicole Corron, Kathy Dellicker, Elizabeth Eddy, Lynn Emery, Jennifer Fullam, Stephen Gregg, Maura Keating, Carolyn Kessel Stewart, Suzanne Lucey, Catherine McCullough, Christopher Reich, Lauren Ross, Bernice Ryan, Marcy Sawin, Lauren Spencer, Kristyn Traversi and Caron Warren completed their 10th year of service to the students and schools of Sudbury.

Respectfully submitted,
Brad J. Crozier, Superintendent

SUDSBURY SCHOOL COMMITTEE

Nicole Burnard, Chairperson
Meredith Gerson, Vice Chairperson
Karyn Jones
Mandy Sim

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

2024 Superintendent's Report

In my second year as Superintendent/Principal of LSRHSD, I continue to be very impressed with the wide array of educational opportunities and supports that are present at the high school. I also am amazed by the high level of expertise and professionalism and care for students that our staff members possess.

The High School's Core Values, [Strategic Plan](#) and [2024-2025 School Goals](#) emphasize cooperative and caring relationships, respect for differences, pursuing academic excellence, and cultivating community. Our school culture strives to personalize education for all students in order to enhance achievement by building on individual talents and creating an educational environment where students want to learn and discover their passions. Our teachers strive to develop engaging courses, foster strong connections with students, and support well-rounded learning experiences to prepare graduates for the best colleges and other post-graduate endeavors. We are mindful of preparing students for entry into a fast-changing global environment as seen in our [Portrait of a Graduate](#) which outlines the skills, characteristics, and dispositions we feel all students need to possess.

Our October 1, 2024 enrollment totaled 1,493 students overall with 1,445 enrolled in district and 48 students in out-of-district placements. Included in this total are students from Boston attending via the METCO Program. Class size medians range from 20-25.

At Lincoln Sudbury Regional High School, the METCO (Metropolitan Council for Educational Opportunity, Inc) serves Boston resident students as part of a school integration program founded to combat segregation and racial isolation. Our program enriches the school with

89 Boston resident students and provides important opportunities for connection between both Lincoln resident students and families, Sudbury students and families, and Boston resident students within the Lincoln Sudbury Regional High School setting.

Below are some highlights from 2024:

- The 2024-2025 school opening went very well with *First Adventure* activities run for all of our incoming 9th graders to build community and familiarize them with LS. Additionally, we ran a successful two day on-site orientation program for incoming 9th grade Boston students.
- Over the past year, we have worked to clarify the course levels at L-S and have created consistent level designations for all courses (High Honors, Honors, College Preparatory). This change occurred after garnering feedback from college admissions officials, students, families, and staff. The new course level designations will be present in each course description in the upcoming 2025-2026 Program of Studies and in student transcripts.
- We are in the second year of the implementation of the school wide Advisory program that has 9-12 same-grade students meeting once a week with a faculty advisor. The goal of this advisory block is to work on building relationships and connections, developing skills to be an engaged citizen, learning about LS and its resources, and developing skills for life after LS. We will be determining next steps for the program in January-February, 2025.
- This year we have been reviewing our procedures with respect to cell phone use in the school and anticipate recommendations from the Cell Phone Working group we have established to study this topic.

- Our students continue to meet success in their postsecondary pursuits and we have had a number of students receive individual and group recognition for their achievements in academics, Music, Art, and athletics.
- The Global Scholars Program continued to grow in 2024 with 153 students enrolled in the program. 51 twelfth graders are currently on track to complete their capstone projects in April of 2025. An additional 102 eleventh graders are currently enrolled in the program. The purpose of the program is to encourage students to attain a level of competency, knowledge, and empathy in the global context. The program is tailored to each student's interest with a strong emphasis for each student to reflect on their learning, to have experiences that will transform their thinking about the world, and how they will develop capacity to be a productive influence in that world.
- We continue to offer important enrichment offerings for our students in the form of a diverse array of co-curricular clubs and activities, athletics, and programming for students. We have hosted an author presentation, conducted class-wide workshops on depression, healthy relationships, and identity and inclusion assemblies among other important programming.
- In 2024, the LS Tech Team was pleased to continue to offer a chromebook for any student(s) in need of a device for school/home use.
- The LS School Committee and the LS Teachers' Association successfully completed negotiations for a new 2026-2028 Collective Bargaining Agreement that will begin July 1, 2025. The Collective Bargaining Agreement provides a Cost of Living Allowance of 3% in fiscal year 2025-2026, 3% in fiscal year 2026-2027 and

1.375% in fiscal year 2027-2028. The district continues to offer health insurance through a single provider Harvard Pilgrim Health Care.

The Other Post-Employment Benefits (OPEB) valuation for June 30, 2024 was a full actuarial review with continued contributions from the budget and voted Excess and Deficiency totaling \$683,109 with deposits of \$383,109 and \$300,000 respectively. Due to GASB 75 standards the discount rate assumption changed from 5.89% to 6.84% *decreasing* the disclosed liability by approximately \$3.2million which is a significant improvement over the prior year. The OPEB Trust had \$4,803,573 of OPEB assets as of June 30, 2024 an increase of \$1,076,978 and an expected investment rate of 6.97%.

We at L-S greatly appreciate the continued support of the towns Lincoln and Sudbury for our annual operating costs and the support of our educational program. We also appreciate the supplemental support of the Sudbury Foundation, LSPO, FELS and SERF that provide grants to fund teacher initiated projects to benefit teaching and learning in the school. We would also not be able to provide service at the current level of excellence without the financial support and hard work of our many parent organization groups.

Respectfully Submitted,
Andrew Stephens
LSRHS Superintendent/Principal

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL
 COMMITTEE
Ravi Simon, Sudbury, Chair
Catherine Bitter, Lincoln, Vice Chair
Maura Carty, Sudbury
Cara Endyke-Doran, Sudbury
Kevin Matthews, Sudbury
Lucy Maulsby, Lincoln

Lincoln-Sudbury Regional High School Class of 2024



Abair, Peter	Bishop, Lucy	Crofton, Andrew
Agne, Emma	Blair Goldin, Owen	Crowley, Kaylie
Airiau, Eva	Blake, Tyler	Cunningham, Bridget
Albert, Castilleja*	Boden, Nicholas*	Curley, Liam
Alexander, Liesl	Bonin, Kaela	Cyril, Pristine*
Aliferis, John	Bonnell, Laila	D'Ambrosio, Sebastiano
Allwell, Sydney	Borden, Zoe	Da Silva, Pedro
Amoa, Adjoa	Bouley, Addison	Das, Devon*
Anderson, Parker	Braithwaite, Darius	Davis, Campbell
Andre, Isabel	Bronson, Corinne	Davis, Morgan
Andrews, Harvey	Brooks, Jason	Delaney, Hannah
Arcuri, Sofia	Brown, Sydney	Delaney, Sean
Arthur, Alec	Buchanan, Alyssa*	DeMichele, Carter
Ash, Christian	Bulat, Logan	Diesing, Zoe
Athanassiou, Marios*	Buttner, Caleb	Ding, Maya*
Atwood Samantha	Cacciatore, Lauren	Doncov, Anna*
Ay, Eda	Canavan, Lydia	Dooley, Ryan
Azzouzi, Nour	Caseria, Annabel	Doran, Chimwemwe
Baker, Chase	Cecere, Nina*	Doran, Liam
Balcom, Jacob	Chavero, Julianna*	Doughty, Nathan*
Barach, Jenna	Chockalingam, Kannan	Drakulich, Naomi
Barrett, Finn	Ciaffoni, Emma	Drew, Katherine
Bartolini, Benjamin	Clemens, Anna	Drew, Leah
Bastien, Patrick	Cobb, Grace	Dridakis, Stratis
Belanger, Ethan	Cohn, Danielle	Drummond, Katie
Berry, Madeline*	Colket, Lucy	Dwyer, Lucille*
Bettenhauser, Ryan	Colon, Elijah	Eaton, Ann
Bigelow, Olivia	Conti, Matthew	Eggers, Duncan
Bio, Samantha	Coolbaugh, Carlin	Elalamy, Kyle*
Birchby, Gray	Cope, Ryan	Elegbe, Ayisat

Elenbaas, Samuel	Heberlig, Ryan	Leavitt, Asher*
Elias, Colin	Heindel, Adelaide*	Lee, Dorothy
Eppich, Thomas	Hejduk, Kathryn	Leins, Eduardo
Erb, Isabella	Helgeson, Gabriel	Leverone, Jacob
Fagan, Kieran	Herant, Margaux	Levy, Harrison
Farahbakhshian, Kayhaan*	Hester, Ava	Lewis, Sarah
Fasciano, Jason	Hines, Emerson	Li, Isabelle
Fenton, William	Holliday, Makya	Liu, Alana
Finsthwait, Alexander	Hou, Sophia*	Logan, Davis
Fletcher, Logan	Huang, Ian	Lowery, Henry
FraimanYael	Huck, Charlotte*	Loyer, Corinne
Freeman, Elizabeth	Immerman, Derek*	Lucchini, Alexander
Friedholm, Harper*	Italien, Kyra	Lupkas, Rebecca*
Frissora, Riley	Jafarov, Selma	Ly, James
Garay, Marcos	Jean-Pierre, Johaun	Ma, Bryan
Garcia, Robert	Jenkin, Dylan	MacLeod, Elliana
Garozzo, Nate*	Johnston, Lilith	Mahoney, Matthew*
Garrity, Caitlin	Jones, Zachary	Makrigiannis, Anna
Gaviria-Coronado, Ximena	Kams, Abigail	Maltby, Madison
Gennari, Ava	Kaplan, Skylar	Manandhar, Kalash
Gillin, Helena	Kareem, Abdulraheem	Marchev, Michael
Gillin, Olivia	Katz, Noa	Marhoom, Daniel
Glashow, Gabrielle*	Kearney, Timothy	Martin, Ella
Gleicher, Angelina	Keegan, Audrey	Martin, Jenson
Goddard-Taylor, Isabella	Kelleher, Lily	Martin-Rosenthal, Emmett*
Goetsch, Christopher	Kilroy, Ivan	Martinez, Osmany
Goh, Peter	Kim, Dylan	Mastrullo, Mae
Gottlieb, Ben	Kinzfogl, Thomas*	Mazzocchi, Lia
Gottlieb, Olivia*	Kirk, Elizabeth	McCune, Maxwell
Goulet, Leonore	Konigsberg, Andrew	McGeady, Kylie
Gracey, II, John	Konigsberg, Rachel*	McKeown, Carly
Graham, Kyle	Kontos, Niko	McLeod, Maggie*
Green, Anya*	Kotkin, Gavin	Messina, Grace
Greene, Owen*	Kpuyuf, Kohlen	Miller, Justin*
Gregor, Matthew*	Kushinsky, Andrew	Minkoff, Lily
Grisco, Mia	LaCure, Krista	Mitchell, Courtney
Guan, Vivian	Laguerre, Drew	Montero, Claire
Haarde, Jake	Lally, Madison	Morrissey, Brendan
Halporn, Eva*	Lam, Jonathan	Moynihan, Alice
Han, Victor*	Langille, Timothy	Muir, Clementine
Harris, Mckenzly	Lapat, Gabrielle	Mulvihill, Shaun
Harrison, Aidan	Larochelle, Ava	Musaelian, Ruben
Harvey, Aria	Larrenaga, Caden*	Nebelung, Eric
Harvey, Celia	Larson, Jack	Nesbitt, Cassara
Hayes, Nathan*	Lawson, Anthony	Newman, Manjari

Noonan, James	Rosenbaum, Samuel*	Tierney, Emma
Nsereko, Rayhan	Rosenblum, Andrew	Tocci, Thomas
O'Beirne, Connor	Rossi, Peter	Toll, Zoe*
O'Connor, Caelyn*	Rotondo, Jonah	Toothman, Mason
O'Connor, Meredith*	Rubin, Sophia*	Tottenham, Edyn*
O'Connor, Joseph	Rushton, Nicholas	Trainor, Kaleigh
Ohler, Luke	Rusk, Aidan	Trecker, Caitlin*
O'Keefe, Olivia	Ryan, Molly	Troiano, Max
O'Malley, Murphy	Safar, Julien	Tu, Evan
Ortiz, Justina*	Saini, Arjun	Tums, Marisa
Ozoriofor, Mera	Sampson, Evelyn*	Umbach, Logan
Palmer, Clara*	Sawin, Thomas	Uneke, Ugochi
Papovsky, Tamara	Schmidt-Gross, Elia	Vadgama, Ava
Parker, Mason	Schwarzwald, Spencer	Varghese, Annette
Parte, Sophie*	Schwendemann, Anna	Venis, Abigail
Peck, Anderson*	Sciammetta, Luc*	Venis, Nathaniel
Peck, Arielle*	Sconyers, Abigail*	Vetstein, Abigail
Pendergast, Calvin	Seastead, Alison*	Volpone, Aidan
Perdomo-Santos, Camila	Seluzhytskaya, Catherine*	Volpone, Nicholas
Pevunov, Mikhail	Senthurchelvan, Divya	Vona, Nicholas
Pillar, Ryan	Sermuksnis, Monika*	Walsh, Aidan
Plihcik, Reese	Setters, Robert	Walsh, Ryan
Polemeropoulos, Alexandra	Shapiro, Noah*	Ward, Sophie*
Prihodko, Max	Siegal, Eric	Watkins, Devin
Prihodko, Nina	Silvestro, Aurora	Wen, Cynthia*
Puopolo, Melissa	Sim, Alexis	Wessman, Holly
Purohit, Anya	Sinclair, Reese*	White, Harleigh
Quisbert, Sebastian	Sirsingandla, Ishaan	Willis, Cooper
Radenberg, Madigan	Soluri, Marielle	Winrow, Torrey*
Raniere, Emma*	Stagno, Matthew	Wooters, Aidan
Rastogi, Rajan	Stamper, Cole	Yee, Frances*
Reardon, Leif	Stayton, Maya	Younes, Ilias*
Reinhardt, Oliver	Steffick, Kaitlyn*	Young, Hugo
Remley, Kellen	Stephan, Louis	Zachariah, Hannah
Rich, Evan	Strachman, Elana*	Zarski, Kate
Richard, Nicholas	Stringer, Oakley	Zerai, Simon
Richards, Caroline*	Sullivan, Lillian	Zipes, Samuel
Riley, Liilia	Sullivan, Lily	Zurn, Declan
Rios, Idalia	Suski, Isabelle	
Rippy, Alexandra	Tan, Tristan*	<i>* Cum Laude Society</i>
Rogers, Cameron	Tarantino, Cooper	
Roman, Jhadzia	Tasker, Ryan	
Romm, Sophia*	Tibbetts, Joseph	

L-SRHS DISTRICT ENROLLMENT

	2019	2020	2021	2022	2023	2024
RESIDENCY						
Lincoln	167	180	173	171	178	171
Sudbury	1230	1223	1213	1191	1160	1156
METCO	91	90	91	89	89	89
Other Tuition/Tuition Waived	24	32	38	33	35	28
Total	1512	1525	1515	1484	1462	1445
GRADE						
9th Grade	353	369	391	376	346	344
10th Grade	411	363	364	387	380	343
11th Grade	389	406	361	355	387	371
12th Grade	352	381	395	361	346	383
SP (Special Ed > Grade 12)	7	6	4	5	3	4
Total	1512	1525	1515	1484	1462	1445
Tuition Pupils Attending Other	51	54	53	49	60	48

L-SRHS DISTRICT PLACEMENT

	Class of 2019	Class of 2020	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Four Year College	345 94%	330 94.9%	338 90%	355 90.3%	332 93%	311 89%
Two Year College	10 2.7%	5 1.4%	11 3%	12 3.1%	2 0.5%	11 3%
Other Post Secondary Education	7 1.9%	5 1.4%	5 1.3%	4 1%	1 0.3%	6 1.7%
Total Post Secondary	362 98.6%	340 97.7%	354 94.3%	371 94.4%	335 93.8%	328 93.7%
Work	3 .8%	1 0.3%	12 3.2%	16 4.1%	14 4%	17 4.9%
Military	2 .6%	1 0.3%	2 0.5%	0 0%	0 0%	1 .3%
Other (gap)	0 0%	6 1.7%	8 2%	6 1.5%	3 0.8%	3 .9%
Total Non-Post Secondary	5 1.4%	8 2.3%	22 5.7%	22 5.6%	5 1%	21 6%
Total Graduates	367 100%	348 100%	376 100%	393 100%	357 100%	349 100%

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT**Treasurer's Report***July 1, 2023 - June 30, 2024***District Cash Balance**

Cash Balance District Fund on June 30, 2024	\$1,404,847.00
Student Activity Fund Balance on June 30, 2024	\$254,531.00
Cash Balance Revolving, Trust, & Grant Accounts on June 30, 2024	\$11,730,517.00
	<hr/>
	\$ 13,389,895.00

OUTSTANDING DEBT

School Bond	
(10 year, TIC: 1.608944)	Principal \$ 980,000.00
	Interest Paid FY 2024 \$ 36,900.00

EXCESS & DEFICIENCY

Balance July 1, 2023 per Massachusetts Department of Revenue	\$ 1,218,547.00
--	-----------------

STABILIZATION FUND

Voted Establishment Spring Town Meeting 1992

Cash Balance July 1, 2023	\$ 1,326,001.37
Interest Income	\$62,822.94
Disbursements	---
Transfer In - from E&D	\$500,000.00
	<hr/>
Cash Balance June 30, 2024	\$1,888,824.31

MISCELLANEOUS INCOME

Interest Income	\$ 159,590.00
Misc. Receipts	36,422.00
	<hr/>
	\$ 196,012.00

ESTIMATED RECEIPTS

Athletic Gate Receipts	---
Cafeteria	---
Medicaid Receipts	65,000.00
Transcript Receipts	1000.00
	<hr/>
	\$ 66,000.00

Note: Cash Balance Net of Payables

(UNAUDITED)

FINANCE

The Division of Finance consists of four departments: Treasurer/Collector, Accounting, Assessing, and Information Systems. The Department Heads for each area are as follows by name and title: Victor Garofalo (Finance Director/Treasurer-Collector), Laurie Dell'Olio (Town Accountant), Cynthia Gerry (Director of Assessing) and Mark Thompson (Technology Administrator).

TOWN ACCOUNTANT

SCHEDULE OF REVENUES FY24			
			Variances
			Favorable
GENERAL FUND	Budget	Actual	(Unfavorable)
Real Estate and Personal Property Taxes,			
Net of Reserves for Abatement	104,757,866	105,308,771	550,905
Excise Taxes	3,360,000	4,457,594	1,097,594
Intergovernmental	7,346,781	7,459,307	112,526
Departmental and Other	1,910,581	2,593,934	683,353
Investment Income	29,419	714,899	685,480
TOTAL REVENUES	117,404,647	120,534,506	3,129,859
ENTERPRISE FUNDS			
Atkinson Pool Revenues	527,280	413,944	(113,336)
Total Revenues Atkinson Pool Enterprise	527,280	413,944	(113,336)
Transfer Station Revenues	328,199	315,826	(12,373)
Total Revenues - Transfer Station Enterprise	328,199	315,826	(12,373)
Recreation Field Maintenance Revenues	241,514	205,842	(35,672)
Total Revenues Field Maintenance Enterprise	241,514	205,842	(35,672)

COMBINED BALANCE SHEET JUNE 30, 2024							
ASSETS	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency	Long Term Debt	Total
Cash and Investments	22,667,174	25,436,688	5,574,140	1,111,132	26,331,365		81,120,500
Receivables:	29,885						29,885
Real Estate & Personal Property Taxes	1,092,427	1,264,670					2,357,096
Tax Liens	1,327,279						1,327,279
Tax Deferrals	1,460,913						1,460,913
Allowance for Abatements and Exemptions	(1,591,262)						(1,591,262)
Tax Foreclosures	287,008						287,008
Excise Taxes	568,438						568,438
Intergovernmental							0
Other Receivable					24,847		24,847
Long Term Obligations						57,795,000	57,795,000
TOTAL ASSETS AND OTHER DEBITS	25,841,862	26,701,357.53	5,574,140	1,111,132	26,356,212	57,795,000	143,379,704
LIABILITIES AND FUND EQUITY							
LIABILITIES:							
Warrants Payable	(6,374)	1	(38,817)	(56)	(37,819)		(83,064)
Other Liabilities	341,001				231,213		572,214
Accrued payroll and withholdings	4,791,108						4,791,108
Amount Due Depositors							0
Reserve for Abatements							0
Deferred Revenue	3,174,687	1,264,670			24,847		4,464,204
Agency Funds							0
Bonds & Notes Payable						57,795,000	57,795,000
TOTAL LIABILITIES	8,300,423	1,264,670.31	(38,817)	(56)	218,241	57,795,000	67,539,462
FUND EQUITY:							
Retained Earnings							
Contributed Capital							
Reserved for:							
Encumbrances and Continuing Appropriations	7,571,602	4,488,266			(853)		12,059,016
Expenditures and Special Purpose Reserves	2,236						2,236
Nonexpendable Trust							
Budgeted Historical Reserves							0
Designated for:							
Reserve for Premium							0
Unreserved	9,967,600	20,948,421	5,612,957	1,111,188	26,138,824	0	63,778,990
TOTAL FUND EQUITY	17,541,439	25,436,687	5,612,957	1,111,188	26,137,971	0	75,840,242
TOTAL LIABILITIES AND FUND EQUITY	25,841,862	26,701,358	5,574,140	1,111,132	26,356,212	57,795,000	143,379,704

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY24					
Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
1220	Selectmen				
	Salaries	468,037	1,013	468,853	197
	Expenses	50,100	5,696	46,685	9,111
	Expenses C/F				0
	Current Year Article				0
	Prior Year Articles		34,296	6,937	27,359
1310	Human Resources				
	Salaries	237,396	(764)	233,803	2,829
	Expenses	10,463	764	6,985	4,242
	Expenses C/F		214	214	0
1320	Accounting				
	Salaries	324,947	(30,337)	278,391	16,219
	Expenses	81,991	337	79,784	2,544
	Expenses C/F				0
1330	Finance Committee				
	Salaries	4,959		4,036	923
	Expenses				0
	Expenses C/F				0
1370	Assessors				
	Salaries	237,819		236,526	1,293
	Expenses	74,843		71,227	3,616
	Expenses C/F		167	167	0
1380	Treasurer/Collector				
	Salaries	332,384	(16,030)	312,990	3,364
	Expenses	29,850	4,030	22,299	11,581
	Expenses C/F		1,534	1,534	0
1390	Information Systems				
	Salaries	279,489	4,015	275,369	8,135
	Expenses	331,931	37,985	361,588	8,328
	Expenses C/F				0
	Current Year Article		165,500	21,335	144,165
	Prior Year Articles		127,441	28,586	98,855

Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
1510 Law					
Salaries	32,320			20,700	11,620
Expenses	175,990	(6,709)		128,328	40,953
Expenses C/F		9,782		9,782	0
Current Year Article		55,100			55,100
Prior Year Articles		160,291			160,291
1580 PBC					
Salaries					
Expenses					
Prior Year Articles		2			2
1610 Town Clerk					
Salaries	312,088			286,202	25,886
Expenses	32,460			32,266	194
Expenses C/F		3,050		650	2,400
Prior Year Articles					
1710 Conservation					
Salaries	219,282			205,791	13,491
Expenses	14,800			14,800	0
Expenses C/F		4,394		4,266	128
1720 Planning Board					
Salaries	334,206	(28,000)		244,045	62,161
Expenses	13,100	28,000		40,598	502
Expenses C/F		7,775		725	7,050
Current Year Article		159,279		48,522	110,757
Prior Year Articles		7,754			7,754
2100 Police Department					
Salaries	4,024,811	(79,664)		3,872,816	72,331
Expenses	373,450	79,664		447,346	5,768
Capital Expense	195,000			195,000	0
Expenses C/F		2,240		1,996	244
Current Year Article					0
Prior Year Article		25,027			25,027

Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
2200 Fire Department					
Salaries	4,494,252	467,000		4,642,608	318,644
Expenses	538,569	8,000		545,606	963
Expenses C/F					0
Current Year Article		1,255,000		35,000	1,220,000
Prior Year Articles		8,868		1,875	6,993
2510 Building Department					
Salaries	290,437			283,034	7,403
Expenses	23,272			17,444	5,828
Expenses C/F					0
3000 Sudbury Schools					
Total Appropriation	44,126,163	232,380		43,851,488	507,055
Carried Forward		236,800		178,404	58,396
Current Year Article		1,784,052		831,620	952,432
Prior Year Articles		104,251			104,251
3010 Lincoln/Sud Reg HS	28,936,600			28,537,698	398,902
Current Year Article		284,677		265,473	19,204
Prior Year Articles		348,917		242,922	105,995
3020 Vocational Ed					
Expenses	500,000			193,961	306,039
Carried Forward					0
4100 Engineering					
Salaries	481,059	(100,000)		363,148	17,911
Expenses	142,675			140,129	2,546
Expenses C/F		1,200			1,200
Current Year Article		69,477			69,477
Prior Year Articles		20,393			20,393
4200 Streets & Roads					
Salaries	1,304,923	(30,505)		1,179,813	94,605
Expenses	1,517,880			1,435,852	82,028
Expenses C/F		19,993		20,363	(370)
Current Year Article		1,265,000		623,848	641,152
Prior Year Articles		732,601		497,180	235,422

Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
4210	Snow & Ice				
	Salaries	120,750	41,378	162,128	0
	Expenses	304,000	263,900	534,571	33,329
4300	Transfer Station				
	Salaries				0
	Expenses				0
	Expenses C/F				0
4400	Trees & Cemeteries				
	Salaries	374,991		270,080	104,911
	Expenses	116,108		112,057	4,051
	Prior Year Articles		140,035	131,225	8,810
	Current Year Article				0
	Expenses C/F				0
4500	Parks & Grounds				
	Salaries	171,010		160,719	10,291
	Expenses	128,785		126,621	2,164
	Expenses C/F		12,050	5,125	6,925
	Current Year Articles				0
	Prior Year Articles		12,599	269	12,330
4800	Combined Facilities				
	Salaries	440,133		372,834	67,299
	Expenses	1,009,286	70,300	964,179	115,407
	Expenses C/F		144,020	117,403	26,617
	Current Year Article		1,375,000	18,999	1,356,001
	Prior Year Articles		574,200	207,493	366,707
5100	Board Of Health				
	Salaries	441,565		344,061	97,504
	Expenses	114,055		111,168	2,887
	Expenses C/F		58	58	0
5410	Council On Aging				
	Salaries	357,289	(4,000)	313,980	39,309
	Expenses	29,000	4,000	32,972	28
	Expenses C/F		7,000	7,000	0

Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
5430	Veterans Services				
	Salaries	13,594		15,694	(2,100)
	Expenses	46,807		36,879	9,928
	Expenses C/F		1,774	1,774	0
6100	Library				
	Salaries	1,034,638		1,004,873	29,765
	Expenses	341,302		349,590	(8,288)
	Expenses C/F		8,307	8,307	0
6200	Recreation				
	Salaries	236,194		228,571	7,623
	Expenses	15,000		14,550	450
	Prior Year Article		68,036		68,036
6210	Atkinson Pool				
	Salaries				0
	Expenses				0
	Expenses C/F				0
6220	Field Maintenance				
	Salaries				0
	Expenses				0
	Expenses C/F				0
6500	Historical Comm				
	Salaries	2,900		2,539	361
	Expenses	5,600		2,769	2,831
	Expenses C/F		48	48	0
6510	Historic Districts Comm				
	Salaries	3,549		3,546	3
	Expenses	300			300
7100	Debt Service				
	Expenses	2,781,145	312,029	3,093,131	43
8200	State Assessment		240,638	260,525	(19,887)

Account Number	Title	Appropriation FY24	Transfers FY24	Expenditures FY24	Ending Balance
9000 Employee Benefits					
Expenses		15,217,231	(1,765,078)	12,909,661	542,492
Expenses C/F		0	10,429	7,906	2,523
9045 Property/Liab Ins					
Expenses		513,586		484,891	28,695
Expenses C/F					0
9250 Operations Expense					
Expenses		185,891		157,347	28,544
Expenses C/F		0	15,828	11,409	4,419
9500 Transfer Accounts					
Reserve Fund		300,000			300,000
9900 Interfund Transfers		10,100	4,283,063	4,293,163	0
totals		114,862,355	13,287,565	118,778,721	9,371,199

Schedule of Unexpended Appropriation Balances Carried Forward To 2024	
Selectmen	\$ 9,111.16
Treasurer	\$ 4,830.31
Assessors	\$ 3,500.00
Human Resources	\$ 1,516.76
Info. Systems	\$ 12,910.00
Law	\$ 45.51
Town Clerk	\$ 112.50
Conservation	\$ -
Planning	\$ 7,050.00
Police	\$ 5,738.96
Fire	\$ 4,346.96
Building	\$ -
Sudbury Public Schools	\$ 443,098.23
DPW	\$ 73,253.34
Facilities	\$ 117,816.39
Board of Health	\$ 1,304.22
Council on Aging	\$ -
Library	\$ 571.47
Historical Comm.	\$ -
Recreation	\$ 91.85
Medical	\$ -
Workers Comp	\$ -
Unemployment	\$ -
Unclassified Operations	\$ -
Total General Fund C/F	\$ 685,297.66
Transfer Station	\$ 12,400.00
Pool	\$ 6,148.61
Field Maintenance	\$ 6,096.78
Total Enterprise Fund C/F	\$ 24,645.39

BOARD OF ASSESSORS

Assessors are responsible for overseeing the assessment of real and personal property in the Town of Sudbury, for producing accurate and fair assessments of property in the Town, and for administering applicable laws as they relate to property assessments, abatements and exemptions. Sudbury property taxes provide the primary funding source for the Town's operating budget. The Assessors are responsible for valuing all real and personal property annually. Valuations provide the basis for the fair allocation of property taxes. There are multiple components to the mass appraisal system for valuing properties, including market analysis and physical inspection of properties when and where possible.

Sudbury's real property values are adjusted annually to reflect changes in the real estate market. Fiscal Year (FY) 2025 assessments represent the fair market value of property as of January 1, 2024. Every five years municipal assessing departments are subject to a review conducted by the Massachusetts Department of Revenue-Bureau of Local Assessment to ensure that the methodologies and practices used to derive assessed values conform to the standards established by the Commissioner of Revenue. The Department of Revenue also requires that

Single-Family
FY2025 avg single-family residential home assessment: \$1,122,000

FY2025 avg single-family tax bill: \$16,426.08

FY2025 median single-family residential home assessment: \$1,028,600

FY2025 median single-family tax bill: \$15,058.70

cities and towns perform interim year adjustments, which are conducted between certification years. Waiting five years between revaluations leads to large adjustments, whereas revaluing properties every year and annually adjusting to market trends generally results in smaller increments of change. FY2024 was Sudbury's five-year certification review year. Accordingly, FY2025 was an interim adjustment year. An assessment-to-sale ratio study comparing calendar year 2023 sales with FY2024 assessments indicated that most residential property valuations were assessed below fair market value. As a group, single-family residential valuations rose an average 3.7 percent. Other residential property classes, including condominium and multi-family apartment buildings, have experienced comparable market appreciation.

A similar study of assessments and sale prices for commercial and industrial properties indicated that property valuations for these property classes appreciated. As a group, commercial valuations rose an average 3.2 percent, and industrial properties 5.8%.

Commercial
FY2025 average commercial assessment: \$1,416,017

FY2025 average commercial tax bill: \$29,793.00

FY2025 median commercial assessment: \$527,450.00

FY2025 median commercial tax bill: \$11,097.55

The following table represents page 1 of the Town's approved tax recapitulation form:

FY 2025 Tax Rate Recap (P. 1)					
la.	Total amount to be raised	135,916,627.82			
lb.	Total estimated receipts and other revenue sources	26,272,874.00			
lc.	Tax Levy (la minus lb)	109,643,753.82			
Id. Distribution of Tax Rates and levies					
CLASS	(b) Levy percentage (from LA5)	(c) lc above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	90.3715	99,086,704.98	6,790,843,084.00		
Net of Exempt			6,768,097,392.00	14.64	99,084,945.82
Open Space					
Commercial	5.3130	5,825,372.64	276,917,020.00	21.04	5,826,334.10
Net of Exempt					
Industrial	0.7938	870,352.12	41,374,300.00	21.04	870,515.27
SUBTOTAL	96.4783		7,109,134,404.00		105,781,795.19
Personal	3.5217	3,861,324.08	183,553,167.00	21.04	3,861,958.63
TOTAL	100		7,292,687,571.00		109,643,753.82

The Assessors prepare annual tax rolls, and manage the commitment and abatement areas of the State (RMV) Motor Vehicle Excise Program. The office is also responsible for administering tax deferral and exemption programs. Action on exemption and deferral

applications, including the Senior Means Tested Exemption program and the Community Preservation Surcharge Exemption program, rests with the Assessors. The Board also oversees the abatement application program for real and personal property.

Abatements/Deferrals/Exemptions processed through December 31, 2024:

Program Type	Number Filed	Number Approved	Tax \$ Abate/Exempt
Disabled Veteran Exemption & Gold Star Parents FY 2025	44	44	52,813.55
Senior Tax Deferrals FY 2025	7	7	36,009.20
Community Senior/Veteran Work Program FY 2025	32	32	48,000.00
Community Preservation Surcharge 100% FY 2025	83	83	21,980.56
Community Preservation Surcharge Proportional FY 2025	0	111	6,366.71
Senior Clause 41C FY 2025	14	14	22,393.95
Surviving Spouse Clause 17D FY 2025	7	7	4,47.76
Blind Clause 37A FY 2025	2	2	2,000.00
Senior Means Tested Exemption FY 2025	85	84	332,996.69
Vehicle Excise Abatements CY 2024	992	992	302,245.22
Property Tax Abatements FY 2024 (including Appellate Board Tax Settlement)	60	39	179,548.68

The Board of Assessors consists of three members elected by the Town's registered voters. Joshua Fox, Trevor Haydon and Liam Vesely serve as the Town of Sudbury Board of Assessors.

Respectfully submitted,
Cynthia Gerry, Director of Assessing

BOARD OF ASSESSORS
Joshua Fox
Trevor Haydon
Liam Vesely

CAPITAL IMPROVEMENT ADVISORY COMMITTEE (CIAC)

This document provides the CIAC's Annual Report, which contains the committee's recommendations to the Finance Committee and the Board of Selectmen on the proposed capital projects for FY25. Section I provides an overview of the process. Sections II provides the specific recommendations. Section III provides process recommendations and observations that the committee feels need addressing by town management and the Select Board.

I. Overview of Process

The CIAC's mission is to review all capital project requests to be presented at Sudbury Annual Town Meeting that are over \$100,000 in one year or over \$200,000 in multiple years ("Capital Projects").

The CIAC received a description of each project on a CIP Form, where available, and in certain instances, additional information in other formats such as reports and PowerPoint presentations. During the CIAC meetings held in February and March of 2024, the committee discussed the projects and requested additional information of the sponsoring departments (e.g. DPW, Park and Rec, SPS, LSRHS) as needed.

The CIAC did not review projects with a cost of \$100,000 or less that are to be funded within the Town Manager's capital operating budget because they do not fall under its review and recommendation mandate.

II. Summary of CIAC Recommendations

ARTICLE 17: 2 SWAP BODY TRUCKS WITH PLOW AND BODIES FOR \$280,000 EACH

ARTICLE 18: PICKUP TRUCK WITH PLOW FOR \$120,000

The request is for new vehicles to replace existing equipment designated to be at the end

of their useful life. The timing for all vehicles is consistent with the DPW replacement plan.

CIAC recommends approval of both articles by a vote of 6-0

ARTICLE 19: OLD SUDBURY ROAD CULVERT REPLACEMENT FOR \$625,000

This request is for construction funds for the replacement of the two culverts on Old Sudbury Road. The project is currently out to bid and the estimate is based upon the design engineers cost estimate. Design funds for the culvert were granted at the 2021 Town Meeting.

CIAC recommends approval by a vote of 6-0

ARTICLE 20: DPW ROOF TOP HVAC UNIT REPLACEMENTS FOR \$200,000

The HVAC units are not currently failing but are at the end of their useful life. The proposed work will be done in conjunction with the replacement of the DPW Roof and the RFP for the roof is out to bid. The new units will be electric, replacing the old ones which run on natural gas. Going forward the plan is to have all HVAC units electric and solar compatible in order to help decrease operational costs.

CIAC recommends approval by a vote of 7-0

ARTICLE 21: DPW SALT STORAGE VINYL COVER REPLACEMENT FOR \$125,000

The vinyl cover on the salt shed had reached the end of its life expectancy (20 years). The amount listed in the warrant represents the actual cost of replacing the cover and disposal of the old vinyl cover.

CIAC recommends approval by a vote of 7-0

ARTICLE 22: ATKINSON POOL FUNDS FOR \$2,350,000

The Atkinson pool has been looked at holistically resulting in a comprehensive list of what needs to be addressed:

- Tile repair and basin tile grouting
- Replacement of roofing to make solar ready
- Insufficient air filtration
- Boiler room ventilation
- Dive pool skimmers and associated piping
- Replacing pool mechanical equipment and associated piping

The plan is to not hire an OPM but have the architect and the engineers have oversight of the project.

Breakout of costs provided by Director Duran:

Estimated Project Costs	
General Conditions	\$210,000
Architectural/Engineering Oversight	\$195,000
Mechanical/Electrical/Plumbing	\$755,000
Structural	\$385,000
Envelope	\$550,000
Contingency	\$255,000
Total Estimated Costs	\$2,350,000

Dehumidification may impact users up to five days, and the equipment could have a lead time of up to six months. Pool grouting will close the pool for a minimum for two months (grouting alone takes five weeks).

The above scope of work and estimated costs will complete the pool's necessary repairs to restore its longevity and its integration into the Town's new Community Center.

CIAC recommends approval by a vote of 7-0

ARTICLE 23: CLASSROOM INSTRUCTIONAL EQUIPMENT REPLACEMENT FOR \$100,000

This article is for the replacement of 12-15-year-old SPS instructional equipment for 20 classrooms at approximately \$5,000/classroom. The CIAC notes that the replacement of classroom equipment should not be considered

a capital item. Presently, the SPS operating budget cannot accommodate the equipment purchases, so it is being bundled as a capital item.

CIAC recommends approval by a vote of 7-0

ARTICLE 24: HAYNES SCHOOL DEHUMIDIFICATION FOR \$150,000

Funds are requested to provide air conditioning/dehumidification equipment to temper the condensation that occurs on the hallway floors during warmer weather, resulting in a slippery surface and a safety concern for students, guests, and employees at Haynes Elementary. Classrooms have individual wall unit air conditioners while the gym and cafeteria have a separate air conditioning system. Once the hallway dehumidification units are installed, Haynes will have three different air conditioning systems. Estimates are based on the area square footage needed to be cooled.

CIAC recommends approval by a vote of 7-0

ARTICLE 25: LSRHS LIGHTING CONTROL PANEL FOR \$144,585

The current interior lighting control panel at LS is analog and no longer supported; LS would be upgrading the lighting system to a digital system. The 2004 lighting control panel has exceeded its life expectancy of 15 years, and these funds are for the replacement of the system. A detailed cost estimate has been solicited and this is for the Sudbury Portion of the project's cost. The total cost of the project is estimated to be \$165,600.

CIAC recommends approval by a vote of 6-0

ARTICLE 26: LSRHS EXTERIOR STAIRWELL REPLACEMENT FOR \$130,965

Funds were approved at the 2023 Town Meeting for a study to be conducted on the LS exterior stairwells. The stairwells, built in 2004, have a life

expectancy of 20 years. The stairwells to be replaced are for the A/B connector and the B/C connector. The project is required to keep the students, faculty and guests safe when using these stairs. This amount requested is for Sudbury's portion of the project's cost. The total cost of the project is estimated to be \$150,000.

CIAC recommends approval by a vote of 6-0

ARTICLE 34: WAYSIDE INN ROAD BRIDGE REPLACEMENT FOR \$400,000

This article is for the replacement of the historic parapet wall which was damaged in an automobile accident in 2021. The article is for the construction of the replacement wall as approved by the Sudbury Historic Commission and the estimated cost is based on the design engineer's estimate.

CIAC recommends approval by a vote of 6-0

ARTICLE 35: BRUCE FREEMAN RAIL TRAIL (BFRT) FOR \$600,000

This request is to fund the 60 percent design for the last 1.4 miles of the Sudbury portion of the BFRT south from the diamond intersection of the Mass Central and BFRT rail trails from Route 20 to the City of Framingham line. This is the final design requirement for the approval to obtain construction funds from the State.

CIAC recommends approval by a vote of 6-0

ARTICLE 39: PARKINSON'S FIELD DRIVEWAY FOR \$100,000

This article is to provide funds for design and other consulting services for the engineering and permitting for improved access to the Parkinson Field located behind TI Sales. The CPC supports this project and will fund it with CPA funds. The plan is to determine if a two-lane driveway can be constructed to Parkinson's Field. The current estimate is based on a site evaluation and quote from Fuss and O'Neil with

a contingency added for expected increases in the original quote because of the proximity to wetlands. The committee would like to see more data about what the expected use of Parkinson's Field will be for currently and once the driveway construction is complete.

CIAC recommends against approval by a vote of 2-4

III. Process Recommendations and Observations

During Capital Night as well as during further deliberations and investigations, the CIAC identified three issues that the committee wanted to highlight about this year's capital planning process. They are:

- 1) There were a number of proposed capital warrant articles that included undocumented or unsubstantiated "estimates". This should be avoided or at least reduced, and
- 2) There appears to be a lack of attention to long term capital projections in the five-year capital plan, and
- 3) Although the town commissions studies, designs or engineering solutions for capital projects, it does not implement the solutions either in a timely manner or if timely it only implements solutions in smaller pieces.

A long term (five-year) capital plan can be an effective operational and financial tool that can provide a "road map" for present and future capital spending. By planning ahead early in each fiscal year, managers can help reduce the number of capital warrant proposals made without either third party estimates or quotes and associated scopes of work. Managers should be encouraged to solicit quotes in time to include a better cost estimate in their proposed capital items for the current year warrant. This can lead to both overestimating or

underestimating the cost of warrant articles and providing surprises or adjustments at Town Meeting. It also could help with the financial approval and planning process by providing better numbers and with a better scope of work for each proposal.

The committee also found that the five-year capital plan had many instances where a project or study was being proposed in the current fiscal year, but the five-year plan projection did not have any costs associated with the potential project in future years. The Town of Sudbury has a history of doing studies targeted to resolve a capital or deferred maintenance issue, but the cost of the ultimate project solution is not incorporated in the five-year capital plan. This is done on both large- and small-scale items.

We also see that some studies are proposed that could produce "master plan solutions" to address an issue, but the warrant proposal only addresses a piece of the solution rather than the complete solution. If feasible, we encourage addressing the entire project at one time rather than in smaller pieces. This can reduce costs; it can avoid multiple mobilization and startup costs which potentially will lower general conditions on those projects when they are approved and executed.

In addition to examining the present process for the review and approval of warrant capital proposals the CIAC recommends that town management make the long-term capital planning a higher priority. By doing this, the long-term capital planning process would provide a "road map" to long term capital planning rather than focusing on capital planning for only one year at a time.

IV. Closing

The CIAC would like to thank all the Sudbury's employees and department managers who participated in the FY25 capital process for their time and support.

Respectfully submitted,

CAPITAL IMPROVEMENT ADVISORY COMMITTEE

Susan Asbedian-Ciaffi, Clerk

Matt Dallas, Chair

Peter Iovanella, Vice-Chair

Ark Pang

Lisa Saklad

Thomas S. Travers

Richard Winer

FINANCE COMMITTEE

The Finance Committee began calendar year 2024 with Eric Poch and Michael Joachim serving as Co-Chairs.

In early January, Town Manager Andrew Sheehan presented FY25 budget guidance for the three cost centers revised to account for recertification of increased new growth from the Division of Local Services (DLS). The budget guidance considered other drivers, including Chapter 70 funding increases and Medicaid reimbursements. The Committee considered revenue distribution to the cost centers and methods followed in support of the work, as well as capital planning.

Over the next few months, the Committee met with the cost centers in budget hearings to discuss proposed budgets for the fiscal year. It also met jointly with the cost centers, the Select Board, and the Capital Improvement Advisory Committee to review capital project requests. The Committee proceeded to deliberate on the operating budget, the capital budget, and Town Meeting warrant articles with direct or indirect financial impact on the town. All but one warrant article was recommended for approval.

Following the Annual Town Meeting, Susan Berry, Colin Wang, and Maura Carty concluded their service on the Finance Committee while Andrew Sousa, Karl Fries, and John Baranowsky were welcomed as new members. During reorganization, members voted unanimously for Michael Joachim and Michael Ferrari to serve as Co-Chairs for FY26. Onboarding of new members, updating policies and procedures, taking a detailed look forward to revenues and

expenses, and assigning liaisons occurred. In July, Victor Garofalo replaced Dennis Keohane as Director of Finance.

In early fall, the Committee focused on other objectives and lessons learned from prior budget cycles, including improving the budget review process, strengthening liaison relationships with the cost centers, and improving public awareness of the budget building process. Committee members also discussed expanding oversight by inviting outside experts and department heads to discuss their individual budgets, becoming more involved in cost center guidance and capital project assessment, Fairbanks Community Center costs, privatization opportunities, and security.

At the end of the year, the Committee held its budget pressures meetings and discussions with the Town's cost centers, in anticipation of beginning the FY26 budget review at the start of calendar year 2025.

Respectfully submitted,

FINANCE COMMITTEE

John Baranowsky

Andrew Bettinelli

Karl Fries

Michael Ferrari, Co-Chair

Hank Sorett

Michael Joachim, Co-Chair

Eric Poch

Ryan Lynch

Andrew Sousa

TREASURER AND COLLECTOR

The Treasurer and Collector's Office has six primary responsibilities: cash management, investment management, management of long-term and short-term debt, trust funds management, tax collection, and delinquent account collection.

Cash Management

The Treasurer is responsible for the receipts of all Town funds and the payment of all Town obligations. To fulfill this responsibility, the Treasurer maintains all Town bank accounts. The Town also uses a lock box account and online payment systems to accelerate the deposit of payments to the Town. The office is also relying more on electronic funds transfers (EFT) to expedite the receipts of funds into Town bank accounts, and to disburse Town funds. EFT reduces transactions costs, and allows the Town to hold onto cash for longer periods of time, thus increasing opportunities for investment income. The Town had a consolidated pooled cash & investment balance of \$83.2 million as of June 30, 2024.

Investment Management

In FY24, the Town reported unrestricted investment income of \$714,899 as compared to \$210,198 in the prior year. Investment earnings depends on two factors: interest rates and the amount of cash available to invest. Depending on market conditions, and the Town's cash flow requirements, investment income may vary considerably from year to year. The Town prescribes to the municipal investment principles of Safety, Liquidity and Yield. The Town must adhere to State General Laws for investments. General investment earnings includes interest, dividends, and net market value adjustment on all positions (balances) for the general fund,

stabilization funds and statutory trusts for the Town of Sudbury.

Debt Management

The Treasurer is responsible for issuing both short-term and long-term debt, maintaining all records of borrowing, monitoring construction cash flows, investing bond proceeds, and securing a credit rating for the Town's long-term debt.

Short-term Debt

Short-term debt in Sudbury is issued for three purposes: to provide cash for construction projects before the permanent debt is issued (known as bond anticipation notes, or BANs), to provide upfront cash for projects whose costs will later be reimbursed by the state or federal government (known as Government aid anticipation notes, or GAANs) and cash flow in anticipation of tax revenues (known as revenue anticipation notes, or RAN's). As of June 30, 2024, the Town had \$0 in short-term debt.

Long-term Debt

Sudbury maintains an 'AAA' bond rating from the Standard & Poor's Corporation. This is the highest credit rating possible for municipal debt. This rating reflects the Town's Strong economic measures, driven by the town's convenient access to the deep and diverse Boston metropolitan statistical area (MSA); extremely strong per capita market values and very strong household income levels compared with U.S. levels; stable financial position and good financial management practices; and low debt burden with manageable future capital needs. The Town issued bonds totaling \$34,780,000 on February 6, 2024 for the purpose of funding the Fairbank Community Center, Drainage/Roadway,

Fire Station Addition, Land Acquisition and
Bridge Replacement

Town of Sudbury
Treasurer's Debt Schedule for all Funds
As of June 30, 2024

Fiscal Year	Schools Principal Pmt	Municipal Principal Pmt	CPA Principal Pmt	Annual Debt Service	Principal Outstanding
Bal FY24	\$40,000	\$54,083,086	\$4,190,000		\$58,313,086
FY2025	\$40,000	\$2,902,845	\$650,000	\$3,592,845	\$54,720,241
FY2026		2,907,895	550,000	3,457,895	51,262,346
FY2027		2,778,273	540,000	3,318,273	47,944,073
FY2028		2,778,787	540,000	3,318,787	44,625,286
FY2029		2,784,642	540,000	3,324,642	41,300,645
FY2030		2,790,645	310,000	3,100,645	38,200,000
FY2031		2,680,000	315,000	2,995,000	35,205,000
FY2032		2,525,000	230,000	2,755,000	32,450,000
FY2033		2,525,000	230,000	2,755,000	29,695,000
FY2034		2,520,000	235,000	2,755,000	26,940,000
FY2035		2,445,000	50,000	2,495,000	24,445,000
FY2036		2,020,000		2,020,000	22,425,000
FY2037		2,015,000		2,015,000	20,410,000
FY2038		2,015,000		2,015,000	18,395,000
FY2039		2,015,000		2,015,000	16,380,000
FY2040		2,015,000		2,015,000	14,365,000
FY2041		2,015,000		2,015,000	12,350,000
FY2042		1,295,000		1,295,000	11,055,000
FY2043		1,295,000		1,295,000	9,760,000
FY2044		1,270,000		1,270,000	8,490,000
FY2045		945,000		945,000	7,545,000
FY2046		945,000		945,000	6,600,000
FY2047		945,000		945,000	5,655,000
FY2048		945,000		945,000	4,710,000
FY2049		945,000		945,000	3,765,000
FY2050		945,000		945,000	2,820,000
FY2051		940,000		940,000	1,880,000
FY2052		940,000		940,000	940,000
FY2053		940,000		940,000	0

Outstanding Debt	\$40,000	\$54,083,086	\$4,190,000
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Town of Sudbury
Treasurer's Debt Schedule by Project
As of June 30, 2024

Project	Principal Outstanding	Interest Outstanding	Debt Type	Bond Matures
Police Station Construction	\$3,706,000	\$681,374	Exempt	2035
Johnson Farm	\$935,000	\$172,231	Exempt	2035
Broadacres - Land Acquisition	\$2,940,000	\$439,780	Exempt	2041
DPW Fuel Management	\$940,000	\$98,200	Exempt	2031
Stearns Mill Dam	\$270,000	\$16,200	Exempt	2026
Camp Sewataro	\$275,000	\$40,332	Exempt	2041
Camp Sewataro	\$9,110,000	\$1,602,390	Exempt	2041
Stearns Mill Dam & Bridge Replacement	\$430,000	\$181,982	Exempt	2044
CSX Land Acquisition	\$745,000	\$196,242	Exempt	2034
Fairbank Community Center	\$27,390,000	\$16,835,052	Exempt	2053
ESCO Loan	\$518,086	\$48,514	Non-Exempt	2030
Nixon School Renovation	\$40,000	\$2,000	Non-Exempt	2025
Police	\$134,000	\$17,320	Non-Exempt	2031
Drainage/Roadway	\$3,155,000	\$1,385,247	Non-Exempt	2044
Fire Station Addition	\$3,060,000	\$1,348,456	Non-Exempt	2044
Clean Water Trust 2022	\$475,000	\$71,250	Non-Exempt	2043
Libby	\$115,000	\$2,300	CPA	2025
Johnson Farm	\$550,000	\$101,313	CPA	2035
Nobscot Conservation	\$1,195,000	\$71,238	CPA	2029
Pantry Brook	\$1,700,000	\$162,364	CPA	2034
Nobscot Refunding	\$630,000	\$66,100	CPA	2031
Total Debt Projects	\$58,313,086	\$23,539,885		

Town of Sudbury
Annual Debt Payments
As of June 30, 2024

Fiscal Year	Exempt Debt		Non-Exempt Debt		Total General Fund Debt	Community Preservation		Total Debt
	Principal	Interest	Principal	Interest		Principal	Interest	
FY2025	\$2,473,000	\$1,654,876	\$469,845	\$299,743	\$4,897,465	\$650,000	\$100,193	\$5,647,657
FY2026	2,473,000	1,569,250	434,895	287,765	4,764,910	550,000	78,943	5,393,853
FY2027	2,338,000	1,474,910	440,273	264,152	4,517,335	540,000	63,143	5,120,478
FY2028	2,333,000	1,385,970	445,787	245,403	4,410,160	540,000	50,043	5,000,203
FY2029	2,328,000	1,297,130	456,642	226,513	4,308,285	540,000	36,655	4,884,940
FY2030	2,328,000	1,208,490	462,645	207,325	4,206,460	310,000	25,568	4,542,028
FY2031	2,318,000	1,129,600	362,000	187,985	3,997,585	315,000	19,718	4,332,303
FY2032	2,185,000	1,051,010	340,000	171,200	3,747,210	230,000	13,768	3,990,978
FY2033	2,185,000	975,838	340,000	155,075	3,655,913	230,000	9,073	3,894,986
FY2034	2,180,000	900,129	340,000	138,950	3,559,079	235,000	4,651	3,798,730
FY2035	2,105,000	833,677	340,000	125,975	3,404,652	50,000	1,563	3,456,215
FY2036	1,685,000	769,558	335,000	113,000	2,902,558			2,902,558
FY2037	1,685,000	717,750	330,000	100,225	2,832,975			2,832,975
FY2038	1,685,000	665,675	330,000	87,650	2,768,325			2,768,325
FY2039	1,685,000	613,600	330,000	75,075	2,703,675			2,703,675
FY2040	1,685,000	561,258	330,000	62,500	2,638,758			2,638,758
FY2041	1,685,000	508,462	330,000	49,925	2,573,387			2,573,387
FY2042	965,000	455,400	330,000	37,350	1,787,750			1,787,750
FY2043	965,000	416,800	330,000	24,775	1,736,575			1,736,575
FY2044	965,000	378,200	305,000	12,200	1,660,400			1,660,400
FY2045	945,000	339,600			1,284,600			1,284,600
FY2046	945,000	301,800			1,246,800			1,246,800
FY2047	945,000	264,000			1,209,000			1,209,000
FY2048	945,000	226,200			1,171,200			1,171,200
FY2049	945,000	188,400			1,133,400			1,133,400
FY2050	945,000	150,600			1,095,600			1,095,600
FY2051	940,000	112,800			1,052,800			1,052,800
FY2052	940,000	75,200			1,015,200			1,015,200
FY2053	940,000	37,600			977,600			977,600
Total	\$46,741,000	\$20,263,783	\$7,382,086	\$2,872,787	\$77,259,657	\$4,190,000	\$403,314	\$81,852,971

Collections Management.

The total property tax levy for FY24 was \$104,757,866. As of June 30, 2024 the Town collected \$104,079,441 or 99.35% of the current year's tax levy. The Town continues to experience very favorable collection rates. Write-offs for real estate property taxes deemed uncollectible are very rare. Typically unpaid real estate tax balances will undergo the Tax Taking process within 60 to 90 days after the fiscal year end. Severely overdue tax balances may result in the Town having to pursue property foreclosure in Land Court.

PROPERTY TAX LEVIES AND COLLECTIONS

LAST TEN FISCAL YEARS

Fiscal Year	Net Tax Levy	Collected within the Fiscal Year of the Levy			Total Collections to Date	
		Current Tax Collections (1)	Percent of Net Levy Collected	Actual Subsequent Collections	Total Tax Collections (1)	Total Collections as a % of Net Levy
2015	72,987,035	72,251,311	98.99%	603,461	72,854,772	99.82%
2016	76,436,100	75,768,929	99.13%	614,187	76,383,116	99.93%
2017	78,907,941	78,956,353	100.06%	352,595	79,308,948	100.51%
2018	82,739,056	82,147,081	99.28%	664,381	82,811,462	100.09%
2019	85,658,067	85,188,157	99.45%	625,877	85,814,034	100.18%
2020	89,106,699	87,853,592	98.59%	1,279,659	89,133,251	100.03%
2021	91,966,404	91,366,955	99.35%	595,900	91,962,855	100.00%
2022	95,564,495	94,862,799	99.27%	752,638	95,615,437	100.05%
2023	98,602,492	97,774,029	99.16%	479,557	98,253,586	99.65%
2024	104,757,866	104,079,441	99.35%	-	104,079,441	99.35%

Source: Department of the Treasurer/Collector

(1) Does not include taxes moved to and collected from Tax Title and Tax Deferral accounts.

Delinquent and Deferral Account Collections Management

The Collector's office is responsible for collecting all taxes due to the Town. Slow or ineffective collections may reduce the Town's cash flow and overall financial stability. After the statutory deadline for payment of tax bills has passed, and additional notices requesting payment have been sent, all overdue accounts are deemed delinquent. Overdue motor vehicle excise bills and personal property tax bills are assigned to a

deputy collection service, Kelley & Ryan, for further collection actions. Eventually, the Town may request "marking" of delinquent bills at the Registry of Motor Vehicles to prevent license and auto registration renewal until all taxes and subsequent charges are paid in full. Delinquent Real Estate accounts are put into Tax Title whereby a certified lien is recorded at the Registry of Deeds against the property's deed. Subsequent unpaid balances are added automatically at the end of each fiscal year.

Once a property is in Tax Title for six months or more, the Town may exercise its legal right to foreclose. A Municipal Tax Lien supersedes any other financial encumbrances filed against real estate property. For that reason mortgage lenders will typically require homeowners to pay off any seriously delinquent tax balances in order to protect their underlying ownership interest in real estate. Deferrals granted under Massachusetts' Temporary Hardship and Senior Tax statutes may not become due (or payable) for several years.

Town Trust Funds

The Trustees of Town Donations oversee the Town Trust Funds. The 6-member Board of Trustees includes the members of the Select Board, plus the Treasurer. A 3-member Investment Advisory Group consisting of, David Pettit, Daniel Flanagan, and Lee McGowan, make recommendations to the Town Treasurer on all pooled Trust investments. The general investment philosophy continues to focus on producing a steady stream of annual income for the beneficiaries while also protecting Trust principal to the greatest extent possible. The adjusted market value for the pooled Town trust investments as of June 30, 2024 was \$2,118,648.

Tax Administration Fees.

Non-tax department fees collected for recent fiscal years are as follows:

	<u>FY2024</u>	<u>FY2023</u>	<u>FY2022</u>	<u>FY2021</u>	<u>FY2020</u>
Municipal Lien Certificates	\$ 9,975	\$ 13,154	\$ 27,555	\$ 22,775	\$ 15,090
Other Administrative	760	693	503	596	636
	<u><u>\$ 10,735</u></u>	<u><u>\$ 13,847</u></u>	<u><u>\$ 28,058</u></u>	<u><u>\$ 23,371</u></u>	<u><u>\$ 15,726</u></u>

TOWN REVOLVING FUNDS

Revolving Funds

Receipts from a specific revenue source that are accounted for separately (segregated) from the general fund and may be spent without appropriation to support the activity, program or service that generated the revenue.

The Town maintains several revolving funds. Revolving Funds established under *M.G.L. c.44, s. 53E ½*, require annual spending limit authorization at Town Meeting. Each fund is accounted for separately from all other monies in the Town.

Fund Descriptions

PUBLIC HEALTH VACCINATIONS – insurance and other reimbursements for vaccinations provided by the Board of Health to the public for the purchase of vaccines, vaccination materials, and the public health nursing administration of such vaccinations.

PLUMBING AND GAS INSPECTIONAL SERVICES – permit fees collected are used to fund services for plumbing and gas inspections;

PORTABLE SIGN ADMINISTRATION AND INSPECTIONAL SERVICES – annual registration

fees collected pursuant to Section 3259A, Portable Signs, of the Zoning Bylaw are used to fund administration and inspectional services;

CONSERVATION (TRAIL MAINTENANCE) – license fees collected from agricultural use of fields on conservation lands are used to fund trail maintenance on Town-owned designated conservation lands;

CONSERVATION (WETLANDS) – application fees collected are used to fund administration of the Sudbury Wetlands Bylaw;

COUNCIL ON AGING ACTIVITIES – fees collected are used to fund Senior Center classes and programs;

COUNCIL ON AGING VAN TRANSPORTATION (MWRTA) – payments from the MetroWest Regional Transit Authority (MWRTA) and fares are used to pay salary and benefits of van driver and van operating expenses;

CEMETERY REVOLVING FUND – sale of lots and other fees excepting perpetual care funds are used to fund maintenance of Town cemeteries;

FIRE DEPARTMENT PERMITS – permit fees collected are used to fund expenses related to the issuance of permits, including salaries and benefits, purchase and maintenance of equipment required

GOODNOW LIBRARY MEETING ROOMS – fees from non-Town agency use of Library meeting rooms are used for maintenance and utility charges for those rooms;

GOODNOW LIBRARY SERVICES – for use by the Library Director for the purposes of funding the replacement of books, CDs, DVDs, audio books and other materials lost or damaged by patrons

in addition to incidental costs associated with services for patrons such as document copying, printing, passport acceptance applications, microfilm, and notary services, and including library programs offered to the public utilizing revenue from lost book fees, passport application fees, copying fees, and fees associated with other library services at the Goodnow Library.

RECREATION PROGRAMS – fees collected are used to fund recreation programs and activities;

TEEN CENTER – fees collected are used for Teen Center programs and activities;

YOUTH PROGRAMS – fees collected are used to fund youth programs and activities;

BUS – user fee collections are used to fund additional or supplemental school transportation;

INSTRUMENTAL MUSIC – user fees are used to fund additional or supplemental instrument music lessons after school hours;

CABLE TELEVISION – fees and other income collected in connection with cable television are used to fund local access services and the Town institutional network (I-Net);

RENTAL PROPERTY – receipts received from the rental of Town-owned houses are used to fund expenditures related to the upkeep of these houses;

DOG – fees, fines, charges, and penalties imposed under the Town Bylaw, Art. V.3, Regulation of Dogs, and those costs required by the Massachusetts General Laws are used for making purchases or paying any expenses related to the regulation of dogs;

ZONING BOARD OF APPEALS – application fees collected are used to fund consultants and part-time employee salaries.

SOLAR ENERGY – receipts from renewables, solar arrays or similar equipment installed on land,

buildings, or other property owned by the Town of Sudbury, excluding, Lincoln-Sudbury High School, are used for payment of electrical costs and funding of energy saving initiatives by the Energy Committee.

TOWN REVOLVING FUNDS

		Balance 6/30/2023	Revenues	Expenditures	Balance 6/30/2024
1194	Public Health Vaccinations	\$ 44,094	\$ 23,766	\$ 17,687	\$ 50,173
1189	Plumbing & Gas Inspectional Services	237,063	64,862	38,968	262,957
1192	Portable Sign Administration & Inspectional Services	77,645	12,875	3,046	87,475
1174	Conservation (Trail Maintenance)	29,584	2,950	3,004	29,529
1184	Conservation (Wetlands)	72,637	4,504	0	77,141
1171	Council on Aging Activities	2,250	19,943	17,363	4,831
1173	Council on Aging Van Transportation (MWRTA)	41,480	143,319	103,491	81,307
1175	Cemetery Revolving Fund	75,919	21,521	4,000	93,440
1170	Fire Department Permits	205,052	30,099	51,900	183,251
1162	Goodnow Library Meeting Rooms	44,233	3,455	19,564	28,124
1198	Goodnow Library Services	58,897	36,600	25,302	70,195
1151	Recreation Programs	394,441	450,804	333,300	511,945
1153	Teen Center	4,067	0	0	4,067
1185	Youth Programs	(2,677)	2,677	0	(0)
1103	Bus	939,189	410,749	400,000	949,938
1111	Instrumental Music	12,396	19,690	20,070	12,016
1163	Cable Television	3,394	0	0	3,394
1190	Rental Property	2,753	25,950	28,340	363
1166	Dog	138,233	64,800	43,824	159,209
1191	Zoning Board of Appeals	2,541	115	0	2,656
1195	Solar Energy	1,089,327	562,882	667,430	984,778
Total Revolving Funds		\$ 3,472,517	\$ 1,901,560	\$ 1,777,289	\$ 3,596,788

Respectfully submitted,
Victor Garofalo, Finance Director/Treasurer-Collector

HEALTH & HUMAN SERVICES

CABLE ADVISOR

In 2024, the Cable Advisor monitored cable-company franchise compliance, answered questions from residents and the Town, and maintained an informational webpage (accessible from the Town website). Cable-related questions or problems should be sent to cableadvisor@sudbury.ma.us. Residents are encouraged to use this process to get help with cable-provider-related problems after attempts through normal channels have failed.

SudburyTV (a non-profit organization led by Sudbury residents) continued to provide Public, Governmental, and Educational Access programming. In 2024, we expanded from 4 to 8 channels as shown below:

Programming Type	COMCAST (Xfinity)	Verizon (Fios)
Public	22	30
Governmental	8	31
Educational	9	32
Best of Sudbury TV (Hi-Def)	1074	2130

All programming is also available (live streams and video-on-demand) at <http://sudburytv.org>. People choosing to cancel cable TV (i.e., "cut the cord") should be mindful that SudburyTV is completely funded by COMCAST and Verizon in amounts proportional to their Cable TV revenues in Sudbury (Internet and Phone revenues aren't considered).

SudburyTV programming included continued coverage of numerous committees, commissions, and task forces, including live coverage of: Select Board, Finance, SPS School, L/S School. Recorded for later cablecast and

VOD: Board of Health, Capital Improvement Advisory, Council on Aging, Commission on Disability, Conservation Commission, Community Preservation, Diversity Equity and Inclusion, Earth Removal, Energy and Sustainability, Goodnow Library Trustees, Historical, Historic Districts, Park and Recreation, Permanent Building, Planning Board, Rail Trails Advisory, Housing Trust, Sudbury 250, Transportation, and Zoning Board of Appeals. Town Meeting, and the Annual Town Forum were recorded but also cablecast live. Many of these meetings are held via ZOOM, facilitated by STV.

SudburyTV cablecast educational programming presented by groups such as L/S Music Programs, L/S Sports, and L/S and Curtis Middle School Graduation ceremonies. SudburyTV also continued to cablecast community programs from the Sudbury Senior Center, Sudbury League of Women Voters Forums, L/S Civic Orchestra, Sudbury Savoyards, and July 4th Ceremonies.

Finally, SudburyTV continued production of the original series, Global Village, which covers a variety of topics including books, music, and religion.

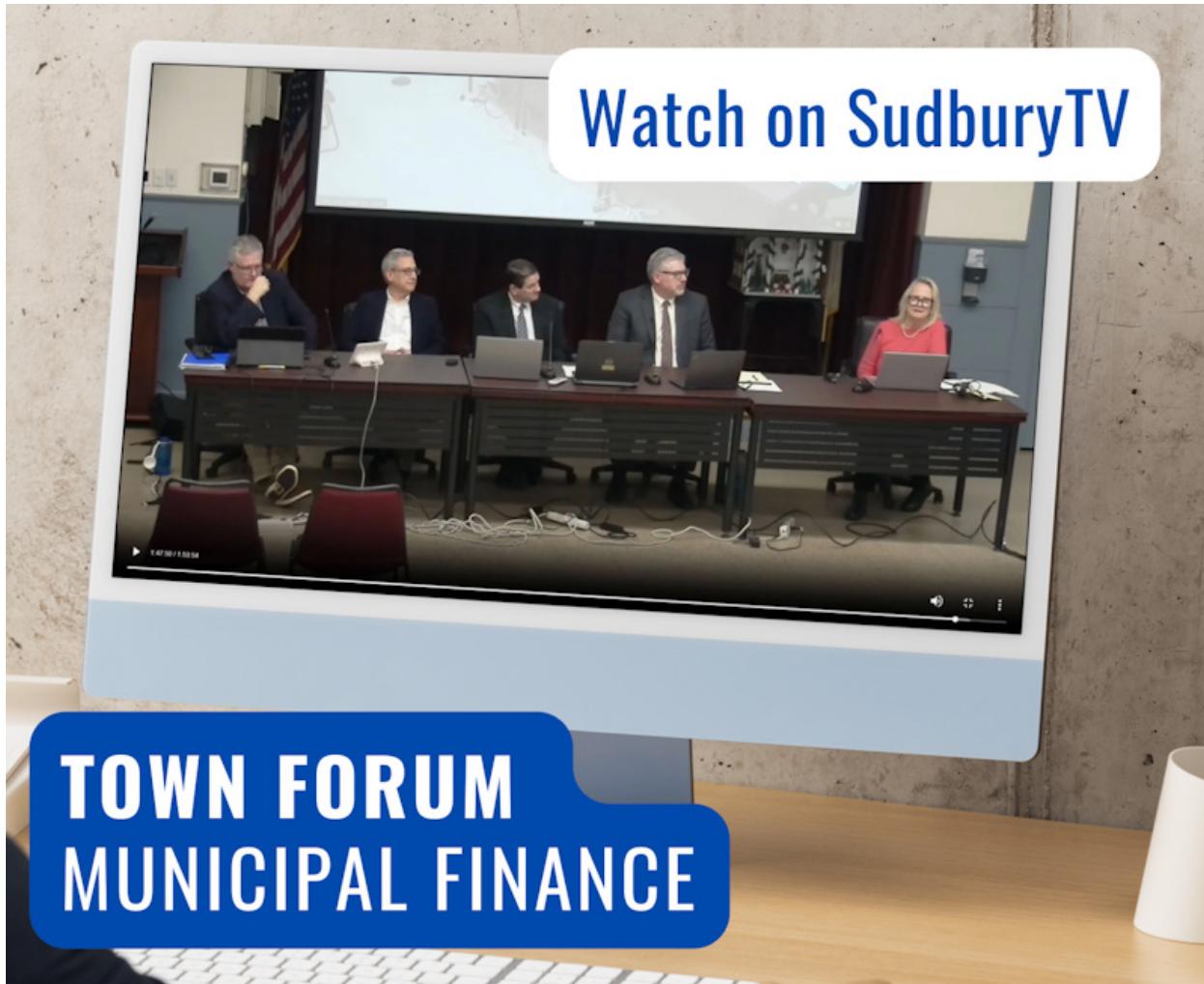
At the SudburyTV studio at L/S there is a full complement of broadcast and editing equipment. After training, residents can use this equipment to create and edit quality programming at no charge, or volunteer to help cablecast existing programs. Residents can request personalized training, or attend our courses given as part of L/S Adult Education. Equipment may be used in the studio or on location. We have rooms equipped with multiple cameras such that a single volunteer

can record meetings in the Town Hall, Flynn Building and Police Station.

The essence of Access is programming produced for residents, by residents. Residents are encouraged to contact SudburyTV's Executive Director, Lynn Puorro, to discuss programming and/or training. Contact Lynn at

978 443 9507, or at info2@sudburytv.org. More information about SudburyTV (and a link to the Cable Advisor's webpage) can be found at <http://sudburytv.org>.

Respectfully submitted,
Jeff Winston, SudburyTV Board of Directors



COMMISSION ON DISABILITY

The Commission on Disability is pleased to report that 2024 was another productive and impactful year. Our work spanned many areas, and included new opportunities to collaborate with other Town boards and committees.

The COD emphasized events this year - both events that we organized and events that we attended. Both provided opportunities to raise awareness of, and help to educate the community about, ways to promote accessibility and inclusion. COD members participated in Sudbury's Earth Day festivities, Sudbury Family Pride Day, the Sudbury Doing Good Fair, and more.

We hosted an event with Lisa Drennan, founder of MERGE Inclusion Consulting. Drennan presented strategies for disability inclusion. We're grateful to the Goodnow Library for the event space, and even more grateful that we were able to make this event available to other community members, boards, committees and Town staff. Attendance was strong, and it was encouraging to be able to have positive, collaborative discussions with key stakeholders from across the community.

To that point, the COD designated member Cheryl Wallace as our representative on the Transportation Committee. Transportation options have been multiplying in Sudbury, and the commission is grateful that Cheryl has been there to provide input on accessibility and inclusion. Continuing the theme of cross-committee collaboration, Vice Chair Liesje Quinto served as the COD's representative on the Housing Production Plan working group. The plan was a significant undertaking and provides a vision for housing in Sudbury.

The COD also worked closely with the Facilities Department to track progress on

implementation of the ADA Self-Assessment, as well as to provide input on accessibility features at the new Fairbank Community Center. The Facilities Department has been a true pleasure to work with and always prioritizes accessibility in their plans, designs and proposals.

The highlight of our year was, once again, sponsorship of the Accessible Trick-or-Treat event, which was a smashing success in its second year. After the event a resident wrote the COD:

"I wanted to reach out to the Commission on Disabilities to thank you all for sponsoring Sudbury's Accessible Trick or Treat this year. Halloween has notoriously been a stressful time for me as a mom of a wheelchair user due to the inaccessibility of trick or treating. This event, however, removed those barriers and allowed us to enjoy the festivities without stress or concern for safety. It was a memorable and very fun experience that connected us to others in a meaningful way and allowed our family to enjoy Halloween just like any other family! Thank you again for all the hard work the COD does for us and the community at large."

The COD remains eager and enthusiastic in our work throughout the community. As opportunities to collaborate with other groups, committees and Town departments have grown, the work of the COD has become even more rewarding and impactful for the community.

Respectfully submitted,

COMMISSION ON DISABILITY

Cameron LaHaise, Chair

Liesje Quinto, Vice-Chair

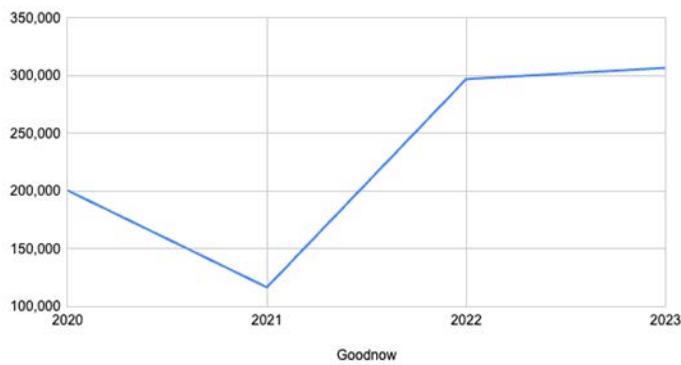
Karyn Jones,

Cheryl Wallace

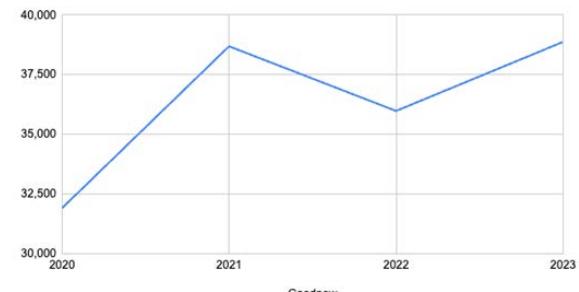
GOODNOW LIBRARY



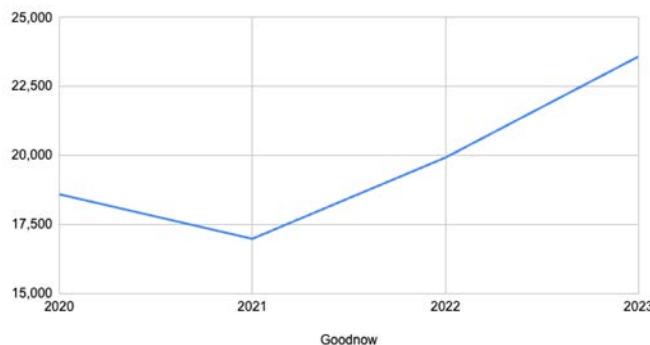
Print Books Circulation



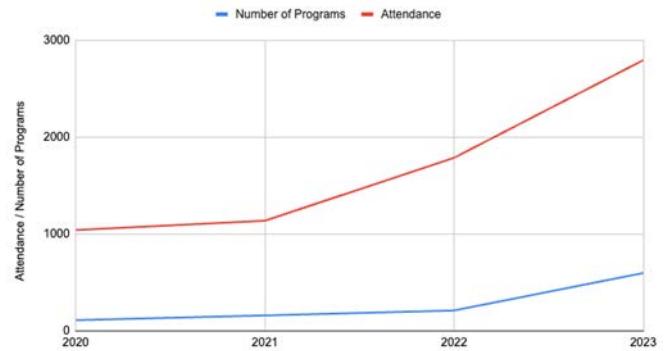
Ebooks Circulation



Downloadable Audio



Adult and Teen Programs



Statistical Report		
FY24 (July 1, 2023-June 30, 2024)		
	FY2024	FY2023
Total Materials Held	253,902	240,967
Total Collection Use	489,481	456,643
Visitors	138,889	126,422
Number of Children's Programs	536	434
Attendance of Children's Programs	21,440	18,035
Number of Teen Programs	87	172
Attendance of Teen Programs	1,784	1,047
Number of Adult Programs	755	421
Attendance of Adult Programs	1,299	1,744
General Audience Programs	124	86
General Audience Attendance	12, 531	4,763

FY24 (July 1, 2023-June 30, 2024)		
	Revenue	Expended
Library Services Revolving Fund	\$36,599.53	\$25,347.61
Meeting Room Revolving Fund	\$3,454.95	\$19,564.43
State Aid	\$52,283.60	\$38,302.45



A group enjoys arts and crafts at the Goodnow Library

Senior Library Staff

Esmé Green, Director
 Karen Tobin, Assistant Director
 Michael Briody, Head of Circulation
 Joanne Lee, Head of Reference
 Laurie Ensley, Teen Services Librarian
 Olivia Sederlund, Head of Technical Services
 Amy Stimac, Head of Children's Services

Board of Trustees

Katina Fontes
 Eriko Frank
 Elizabeth Iwasaki, Vice-chair
 Megan Kelley
 Ingrid J. Mayyasi
 Jean Nam, Chair

BOARD OF HEALTH

The Sudbury Board of Health is committed to addressing the diverse and evolving health needs of our community. Our mission is to protect and enhance the health and well-being of all Sudbury residents through progressive, innovative, and collaborative approaches to public health.

Our responsibilities range from traditional public health duties, such as site evaluations for subsurface sewage disposal, permitting and inspecting of food service establishments, summer camps, public swimming pools, stables, tanning salons, body art and bodywork establishments, trash haulers, septic installers and haulers, septic systems, and potable water and irrigation well installations. In addition, we address environmental health concerns of housing code violations, mosquito control, hazardous waste management, animal/rabies control, public groundwater supplies, and emergency preparedness. We also provide critical community-based services. Our Public Health Nurse offers direct care, health education, and disease prevention programs. Mental health wellness support is available through our dedicated Community Social Workers and Outreach Worker.

The Board of Health strives to provide residents concise information on current public health issues and resources through the Town website, brochures, cable TV, and local newspapers. Through community partnerships and forward-thinking strategies, we continue to promote a healthier, safer, and more resilient Sudbury.

Nursing Services and Emergency Preparedness

The Public Health Nurse (PHN) plays a vital role in promoting health and wellness throughout the Sudbury community. In 2024, we welcomed a new Public Health Nurse, Katie Betts, who underwent comprehensive onboarding and

training to ensure seamless transition into our health department's operations.

The Public Health Nurse provided disease surveillance, health education, and community outreach. The role shifted from pandemic management to addressing a broader spectrum of public health needs. Communicable diseases such as recreational waterborne and foodborne illnesses saw an uptick, indicating the community's return to pre-pandemic activities. Outreach initiatives focused on educating daycares and nursing home staff in the prevention of foodborne illnesses like salmonella. Education on the importance of vaccines in minimizing disease spread and severity was another priority. Over the summer and throughout the camp season, the Public Health Nurse conducted inspections of 12 local camps, during which she addressed operational safety, injury follow-ups, and communicable disease management.



In the fall, we dedicated flu clinics to seniors, first responders, employees, and the broader community, administering 386 flu vaccines. Thirteen (13) vaccines were administered to homebound residents. Three (3) childhood specific vaccines were administered. Vaccine uptake noticeably declined due to "vaccine fatigue" and competing priorities with COVID-19 boosters, which mirrors national trends and provides insights to improve future vaccination campaigns. Moving forward, public health education efforts will prioritize addressing barriers to vaccination and reinforcing the benefits of immunization for community health.

Katie Betts, Public Health Nurse, presenting a Cardiovascular Health seminar at the Senior Center, December 12, 2024



The nurse's responsibilities also include conducting routine health clinics, such as blood pressure screenings and vaccination programs, which provide accessible preventive care to residents. Emergency preparedness remains a critical focus, with the PHN actively participating in planning and readiness initiatives to ensure Sudbury is equipped to respond effectively to public health emergencies. These services and initiatives reflect our ongoing commitment to maintaining a strong, proactive public health system for the community.

Eastern Equine Encephalitis (EEE)

The mosquito control strategy was developed in response to the 2019 confirmed case of EEE that

attracted local and national media attention and continues to be a concern for the community. The Massachusetts Department of Public Health and the Eastern Middlesex Mosquito Control Project (EMMCP) continued their trapping and testing efforts to identify diseases in the mosquito population. Due to a previously wet summer (2023) and spring season (2024), the mosquito counts were high elevating the potential for EEE and West Nile Virus risk. The health department staff increased social media messaging on reducing the risk reduction to mosquito exposure. The Health Department collaborated very closely with both school districts and Parks and Recreation Department to amplify messaging for outdoor activities and sporting events.

Tobacco Control

Sudbury continued to participate in the MetroWest Tobacco Control Coalition, funded by a grant from the MetroWest Foundation. Sudbury, along with 15 other MetroWest communities, established a regional tobacco control program whose role is to prevent nicotine addiction and youth uptake. Parivallal Thillaigovindan, onboarded as the new Tobacco Control Program Manager for the MetroWest Tobacco Control Coalition. He was appointed as a Health Agent for the Board of Health to conduct tobacco inspections, education and enforcement on our permitted establishments. All tobacco establishments have been inspected.

Subsurface Disposal of Sewage

To ensure that individual septic systems will not have negative impacts on the environment and public health, field evaluations were conducted for new single-family residential lots, multi-unit housing projects and commercial properties to determine groundwater elevation, suitability of soil, elevation of bedrock, and presence of wetlands. Septic system design plans were reviewed on an ongoing basis and approved prior to construction. In addition, septic replacement systems were evaluated and

inspected for existing dwellings or buildings. Proposed additions to existing buildings were reviewed for adequate septic system capacity. Under the State Environmental Code, Title 5, the Board of Health is required to record septic system inspection reports prior to property transfers. Two hundred and thirteen (213) permits were issued to construct, replace or repair septic systems in 2024, up 23% from last year. The increase in septic replacements and upgrades were directly related to the strong real estate market and extensive home renovations and improvements.

Community Social Worker

In 2024, the Health Department welcomed two new Community Social Workers, Nina Lurie, LICSW and Kirstin Wilcox, LCSW. Both conducted extensive outreach and networked with local organizations and community partners to reestablish our connections after a long vacancy within the roles.

The Community Social Workers are directly involved with Sudbury residents with various needs such as: financial, housing, medical resources, mental health, camp and afterschool programs, legal, relationship violence, hoarding, substance use, older adult needs, transportation, food, and employment. Many of the residents who contacted the social worker's office experienced financial difficulties and were assisted with resources and applications for help. This included referrals to local and State level resources, including many referrals to South Middlesex Opportunity Council (SMOC) help obtained with various public benefits and housing assistance. Residents noted higher food costs and increases in rent. Financial stress, medical needs, and various losses resulted in increased mental health presentations such as depression and anxiety.

Additional activities to assist residents included partnering with the library to provide teen relaxation groups, updating of the social work website and resource guide, and continuing the

disbursement of gift cards, provided by a prior grant of \$30,000 by The Sudbury Foundation for residents' basic needs.

Collaborating with local entities and organizations was a focus of this year. The Community Social Workers met with community groups, such as the Police and Fire Departments, the Senior Center, Sudbury Food Pantry, St. Elizabeth's Care Pantry, Sudbury school systems, church organizations, Saint Vincent de Paul, Gifts of Hope Unlimited, and Springwell, to name a few. Referrals have been exchanged between these organizations and the social workers in an effort to meet all of Sudbury residents' needs.

A number of events were attended to promote involvement with the community. These included showcasing at the Sudbury Holiday Village, Sudbury Doing Good, and Sudbury Truck Day. Outreach presentations were also made at the Senior Center, The Coolidge, and Longfellow Glen. The Sudbury Health Department hosted the town's first Overdose Awareness Day event. Our community Social Workers spoke one-on-one with multiple residents asking general questions and providing in-depth follow-up after the event.

Services Supported by the Sudbury Board of Health Social Workerr in 2024

Referrals to community resources	881
HOPE Sudbury applications processed	101
Meetings/presentations	163
Trainings attended	29
Social Work home/office visits	299
Case management contacts	2579
Other general outreach	1346
Referrals from Police/Fire	10



Raising awareness about substance use was facilitated through effective use of Opioid Abatement funding. The Health Department partnered with other organizations and Sudbury residents to strategize how to reach residents experiencing issues involving substance use and to look at efforts of prevention. These included participating in "Hidden in Plain Sight" at the High School, participating in the Opioid Abatement Funds Informational Session, and helping organize the Overdose Awareness event which included displaying flags representing the number of MA deaths due to opioid overdoses.

Hazardous Waste

The Board of Health held a town-wide hazardous waste collection on March 30th, 2024. Two hundred and twenty-one (221) households disposed of hazardous materials. The Board of Health continues to contract with New England Disposal Technologies (NEDT) located in Sutton, MA, where residents can dispose of household



items such as oils, acids, thinners, cleaners, fuels, and paints throughout the year. The community continues to look for other economically suitable and accessible places to dispose of hazardous waste.

Animal/Rabies Control

Jennifer Condon, Animal Control Inspector/Officer, reported 421 calls during 2024 regarding complaints, lost dogs and cats, wildlife concerns, and miscellaneous questions. Nine (9) animals were quarantined due to bites or scratches to humans or other animals. Thirty-one (31) barn inspections were conducted and reported to the Department of Animal Health and the Department of Agricultural Resources.

Nine (9) potentially rabid animals that had come in contact with pets or humans were submitted for testing to the State Laboratory. The removal of road kill animals along public roadways is now being contracted by Jennifer Condon. Seventy (70) dead animals were disposed of during 2024.

Heavy rainfall throughout the summer season caused a number of areas in Town to become flooded by beaver impoundments. State law requires a permit from the Board of Health for trapping, breaching or removing a dam and also to install water level control devices.

Collaboration between the Conservation Commission the Department of Public Works, and the Health Department continues to the adherence of ensure humane, ethical, and environmental laws.

Digitization Project

In 2024, the Sudbury Health Department embarked on a transformative digitization project, converting all paper records into digital files as part of our commitment to becoming the first paperless department in the Town of Sudbury. This milestone not only enhances operational efficiency but also aligns with our goals of

sustainability and accessibility. The next phase of this initiative will introduce online permitting, enabling residents and business owners to complete applications, make credit card payments, and manage processes entirely online. This upgrade will streamline our services, allowing us to access files with ease and promptly share requested documents with residents, reinforcing our dedication to innovation and exceptional service delivery.

Complaint Investigation/Surveillance

The Board continued its program of complaint investigation which allowed for public concerns to be addressed. Surveillance was ongoing to detect, monitor and investigate contribute to illness and/or cause a nuisance. Fifty-four (54) complaints were investigated.

Restaurant and Food Service

Eighty-nine (89) food service permits were granted in 2024 to restaurants, retail food stores and residential kitchens. Twenty-three (23) temporary food permits were granted to mobile food trucks and catered events. Food service establishments were inspected bi-annually to assure compliance with the State Sanitary Code. Inspections were conducted prior to the opening



*Food inspection, September 10, 2024
Left to right: Vivian Zeng, Ann Loree*

of new establishments, to investigate complaints with or without associated illness, or for temporary events.

Public Health Excellence Shared Services Grant

The Town of Sudbury is proud to serve as the fiscal agent for the Great Meadows Public Health Collaborative (GMPHC), established in 2022 through the Massachusetts' Public Health Excellence Grant. This collaborative strengthens local public health capacity by ensuring access to core public health services across its seven member communities: Bedford, Carlisle, Concord, Lincoln, Sudbury, Wayland, and Weston. Key personnel include Kelli M. Calo as the Shared Services Coordinator, Ann Loree and Shaun Jeffery as the Regional Public Health Inspectors, and Erin Olson as the Regional Public Health Communications Specialist.

In 2024, the GMPHC helped advance several public health initiatives in educating, engaging, and protecting the community. The Hidden in Plain Sight (HiPS) program at Sudbury Middle School equipped parents with tools to recognize signs of youth substance use and foster proactive conversations. Public health communication efforts included educational materials on tick-borne illnesses, rabies prevention, and flu clinics, tailored to Sudbury. These resources aimed to enhance awareness and encourage preventive practices among residents. Additionally, the Regional Public Health Inspector conducted 95 inspections in Sudbury, including food establishments, septic plan reviews, and the management of a salmonella outbreak. A newly developed septic plan review sheet was developed by the regional inspector that streamlined review processes.

Sudbury also leveraged regional resources to address diverse public health needs, from supporting vaccination clinics to assisting with the Town's Hazardous Waste Day. The GMPHC hosted professional trainings for public health staff on housing inspections, hoarding, and

tobacco regulations, thus fostering professional development. In a significant regional collaboration, Sudbury led the establishment of an inter-municipal agreement (IMA) for pooling opioid settlement funds, which became accessible in September 2024. As the host agent, Sudbury now oversees these funds to support shared substance use prevention initiatives, which included hiring a Regional Substance Use Prevention Coordinator. These achievements reflect Sudbury's commitment to proactive, collaborative, and comprehensive public health efforts.

Board Members and Personnel

Carol Bradford, Linda Huet-Clayton, and Susan Sama continued to serve as board members. Carol Bradford remained the Chair. Dr. Peter Hoenig continues to serve as the consulting Town Physician.

Respectfully submitted,
Vivian Zeng, Health Director

BOARD OF HEALTH

*Carol Bradford, Chair
Linda Huet-Clayton
Susan Sama*

*Sudbury Board of Health volunteering at Household Hazardous Waste Day
Left to right: Linda Huet-Clayton, Carol Bradford, and Susan Sama*



SUDBURY HOUSING AUTHORITY

The SHA's mission is to develop and manage affordable rental housing for families, senior citizens, and disabled people. The SHA currently owns and manages 64 units of housing for the elderly/disabled at Musketaquid Village and 28 units of family housing, the latter of which is scattered throughout the town.

The twenty-eight units of SHA-owned family housing consist of both single-family homes and duplexes. Income limits adjusted for household size are determined annually by HUD and approved locally. Rent is 27–30% of income and tenants are responsible for the cost of utilities. Families tend to be small, with an average of one child per household. In 2024, the SHA welcomed two new families.

At Musketaquid Village, residency is limited to elderly and disabled people, with the same income limits as are applied to families. Rent is 30% of income and includes the cost of utilities. Homeownership at the time of application does not disqualify an applicant. Twelve new residents were welcomed in 2024.

The SHA's operating budget is funded entirely by tenant rents. Routine maintenance is performed by housing authority staff. Capital projects are funded by a combination of SHA

reserves, state bonds, CPA funds, and competitive funding.

Among other highlights in 2024 was the kick-off to a fire alarm upgrade at Musketaquid Village, the design of which benefited tremendously from input from the Sudbury Fire Department. The project is expected to complete in Spring 2025. The SHA was one of three housing authorities awarded competitive grant funding from the State to support the redevelopment of four single-family homes. The award also includes an operating subsidy to support housing those at the lowest end of the eligible income limits. In late 2024, the SHA advertised for design firms, with a decision expected in early 2025.

The SHA Board of Commissioners meets monthly, generally on the second Tuesday at 7:00 p.m. Visitors are always welcome. In 2024, SHA began recording its meetings for on-demand access via SudburyTV. Please contact Sheila Cusolito at 978-443-5112 or director@sudburyha.org if you are interested in volunteering time, either as an associate or member of the Board, or to work on a special project.

Respectfully submitted,
Sheila M. Cusolito, Executive Director

EAST MIDDLESEX MOSQUITO CONTROL PROJECT

The East Middlesex Mosquito Control Project (EMMCP) conducts a program in Sudbury consisting of mosquito surveillance, adult mosquito control, larval mosquito control, ditch maintenance and public education. Sudbury appropriated \$55,620 for mosquito control services during FY24.

The following weather and mosquito activity report was prepared by EMMCP's Entomologist, Doug Bidlack, PhD.

According to NOAA, 2024 was the third warmest year recorded for Middlesex County, Massachusetts since 1895. Last winter (2nd warmest), spring (4th warmest), summer (3rd warmest) and fall (6th warmest) were all very warm. Precipitation for last winter (5th wettest) and spring (6th wettest) were both very wet in 2024, but the summer was drier (0.88" less than normal) and fall was very dry (6th driest). The six-month period from June through November was the tenth driest ever recorded and the driest in Middlesex County since 1965.

As in 2023, the total mosquito population was well above normal (164% of the average from 2000 to 2023) for 2024. The wet year we had in 2023 extended through the winter and into May of this year. All of this precipitation led to above average spring Aedes populations (108% of normal) but they were not as high as we anticipated. Our populations of Ae. abserratus, Ae. provocans, Ae. excrucians and Ae. stimulans were all much lower than normal. This continues a long-term downward trend for each of these species in spite of the favorable precipitation over the last couple of years. The low numbers for these aforementioned spring Aedes mosquitoes were balanced by close to average populations of Ae. canadensis (92% of normal) and Ae. cinereus (83% of normal) as well as very high numbers of Ae. aurifer (412% of normal)

and Ae. thibaulti (188% of normal). Our summer floodwater mosquitoes, Ae. vexans, Psorophora ferox, Ae. sticticus and Ae. trivittatus, were very low (5% of normal) due to the hot, dry summer. We expected a difficult EEE year in 2024 because of the reemergence of EEE in Massachusetts with high populations of Culiseta melanura and Coquillettidia perturbans in 2023. We were not disappointed. We collected record high numbers of Cs. melanura (326% of normal) and Cq. perturbans (252% of normal) and we had 13 pools of mosquitoes test positive for EEE which crushed our old record of three EEE mosquito positives in 2012. Eight of the EEE positives were from Cs. melanura pools, three were from Culex salinarius pools and there was one each from pools of Cq. perturbans and Ae. vexans. Luckily, we had no human cases of EEE from our district, but there was a human case from Acton which is adjacent to both Sudbury and Concord. Our Cx. pipiens/restuans numbers in gravid traps were a little lower than normal (76% of average) but the 29 WNV positive pools in our district were a little higher than normal (117% of average from 2004 to 2023). Two recent mosquito species in our district, Anopheles crucians and Ae. albopictus, continued to become more abundant and widespread. Anopheles crucians was collected from our district for the second consecutive year. In 2023 we found 88 An. crucians in 10 of our cities and towns while we found 378 this year in an additional three communities. At the end of 2023, Ae. albopictus had been found in five cities and towns within our district: Brookline, Cambridge, Everett, Medford and Stoneham. In 2024 we added Arlington, Belmont, Malden, Melrose, Wakefield and Watertown to our list of communities with this mosquito. A measure of the abundance of Ae. albopictus in our district over time can be seen by the increase in the number collected in gravid traps from 2022, when we collected our first specimen in a gravid trap, to 2024. Only one Ae. albopictus was

*collected in our gravid traps in 2022, four were collected in 2023 and 28 were collected in 2024. There is little doubt that the abundance and distribution of *An. crucians* and *Ae. albopictus* within our district and beyond will continue to increase. ~ Doug Bidlack*

The adult mosquito surveillance program monitored mosquitoes from 46 Sudbury trap collections. 105 mosquito samples from those collections were sent to the State Public Health Laboratory to be tested for EEE and WNV. Nine of the samples tested positive for EEE, and one of the samples tested positive for WNV. As a result of EEE being in the community, the Massachusetts Department of Public Health declared Sudbury's risk level for EEE to be raised from low to moderate on August 22, 2024.

The larval mosquito control program relied on the laricides *Bacillus thuringiensis* var. *israelensis* (Bti), *Bacillus sphaericus* (Bs), and methoprene. Bti and Bs are classified by the Environmental Protection Agency (EPA) as relatively non-toxic. Methoprene is classified as relatively non-toxic when ingested or inhaled, and slightly toxic through dermal absorption. During the spring and summer, field crews made 36 site visits to do larval surveillance. Using backpack sprayers, crews applied Bti to 5 wetland acres and applied Bs to 8 wetland acres to reduce the amount of mosquito larvae. In the spring using a helicopter contractor, Bti was applied to 235 wetland acres to reduce the mosquito larvae inhabiting those waters. Methoprene was applied to 1,500 catch basins to reduce the amount of *Culex pipiens/restuans* mosquito larvae. *Culex pipiens/restuans*

mosquitoes are considered the primary vectors for WNV in Massachusetts.

For adult mosquito control, crews sprayed 14 times using truck-mounted aerosol sprayers. EMMCP uses a pesticide product called Zenivex E4 with the active ingredient etofenprox. The EPA classifies Zenivex E4 as a reduced risk pesticide. Advanced notification of spraying was done through notices on the town website and emails through the town's mosquito spraying alert listserver. A targeted effort to further reduce mosquito populations using a backpack mistblower was also conducted at 12 locations.

EMMCP's ditch maintenance program helps improve ditch drainage by removing sand, sediment and debris that builds up over time, thus restoring the ditch to its original state. Cleaning out ditch channels helps improve water flow and therefore reduces potential mosquito breeding areas. Debris was cleared from 4,016 feet throughout Sudbury's ditch network.

The EMMCP's public education program is designed to develop awareness within the public and the private sectors as to their roles in mosquito control. The Project serves as a resource to residents, municipal officials and the local media on mosquitoes and mosquito borne diseases. A web page located at <https://sudbury.ma.us/emmcp/> provides residents with information on mosquitoes, control programs and related topics.

Respectfully submitted,
Brian Farless, Superintendent
East Middlesex Mosquito Control Project

PARK & RECREATION

The mission of the Park and Recreation Commission (Commission) is to serve the community of Sudbury and its residents, by acting as representatives for all park and recreational activities in the town and acting as a liaison between the community and town staff for all park and recreation matters. We strive to enhance the quality of life for the Town of Sudbury residents by providing clean, safe, and attractive parks and recreation facilities that promote a strong sense of community. The Commission remains committed to working closely with the community, other Town commissions, Town staff and the Park and Recreation Department through collaborative discussions, input gathering and brainstorming, while listening to concerns and limitations with respect to park and recreational activities in Sudbury.

The Park and Recreation Commission, a five-member elected board, serves three-year terms. The Commission oversees recreation facilities and programs managed by the Park, Recreation, and Aquatic Director. In 2024, the Commission continued to uphold its commitment to transparency, with regular meetings and community outreach. This year saw continued progress on key initiatives, despite challenges posed by ongoing construction and financial constraints.

Sudbury Park and Recreation facilities include Atkinson Pool, Fairbank Community Center (FCC) (partial ownership), Featherland Park, Feeley Park, Davis Field, Haskell Recreation Area, Ti-Sales Field (aka Parkinson Field), Cutting Field, Willis Pond Beach, and school fields. Also included are parks at Upper and Lower Grinnell and Heritage Park. In the future a portion of Broadacres Farm will be developed for recreational use. These spaces host various recreational opportunities, from swimming and sports to community events.

Major Projects and Initiatives from 2024 include:

Fairbank Community Center Progress:

- o Construction completed with the transition to programming in full force.
- o Expanded programming within FCC for popular activites including: Puzzle Palooza, Early Release programs (e.g. Wild Wednesday), Toddler Action Zone and pick up basketball.
- o Ongoing discussions of operational challenges, including staff hiring and policy and procedure development for facility use.
- o Supported Town Meeting articles for Atkinson Pool renovations.

Field and Playground Improvements:

- o Completed Phase 1 of Feeley Field renovations and began discussions around how to best progress into later phases of improvements.
- o Progressed the Field Assessment Plan RFP to evaluate current and future field needs.
- o Advanced plans for ADA-compliant pathways and parking at Haskell Field.
- o Prepared for Smile/Haskell playground renovations slated for 2025.

Community Engagement:

- o Advocated for after-school care solutions, suggested a Town working group to collaborate on solutions across commissions and departments.
- o Supported the first Halloween "Trunk or Treat" event drawing hundreds of families to safely play games and fill bags with candy ahead of Halloween.

- o Continued to offer engaging programming for the Town including: Sudbury Summer, Sudbury Adventure, Ski Club and Pickleball clinics.
- o Programming was accentuated by additional utilization of the van to assist with logistics where possible.
- o Commission support for CPC proposal submitted by Facility director for Fairbank Community center master-plan and early action items including pavilion and second sport court.
- o Two rail trail related articles were approved at Annual Town Meeting, Phase 3 and Parkinson Field Driveway enhancements, supported by the Commission.
- o Represented the commission on the Rail Trails Advisory Task Force by providing expertise and perspectives relevant to the department and land parcels, as well as recommendations to improve overall recreation for the community.

Major Challenges from 2024

- Staffing shortages impacted pool operations and delayed program expansions.
- Construction delays at the Fairbank Community Center and playgrounds required logistical adjustments for summer camps and other activities.
- Financial constraints in enterprise funds limited field maintenance and other initiatives. Education and awareness of these issues have challenged the Commission and the Department.

These challenges were formally presented to both the Town Manager and to the Finance Committee.

Future Goals looking forward to 2025

- Advance the Open Space and Recreation Plan, unlocking grant opportunities, with the Field Needs Assessment providing necessary background.
- Complete Fairbank Community Center transition and establish operational policies and procedures to enable expanded access by community groups to the center outside of regularly scheduled programming.
- Advocate for increased Town funding for recreation staff and maintenance to reduce reliance on user fees while right sizing funding for necessary programs.
- Expand after-school care and transportation options to meet community needs.

Residents are encouraged to stay updated through the Sudbury Park & Recreation/Atkinson Pool Facebook page [\[https://www.facebook.com/SudburyParkRec\]](https://www.facebook.com/SudburyParkRec) and by attending our Commission meetings.

This report reflects the continued dedication of the Park and Recreation Commission to the Sudbury community, maintaining its commitment to accessible and high-quality recreational opportunities.

Respectfully submitted,

PARK AND RECREATION COMMISSION

Benjamin Carmel, Chair
William Atkeson
Robert C. Beagan
Laurie Eliason
Mara L. Huston

SUDBURY SENIOR CENTER



2024: A year of change, challenges, opportunities and successes

- Change, Challenges and Opportunities
- Staff Changes
- Volunteer Appreciation
- Services Support
- New Building/Ongoing Work
- Facility Use
- New Space Use
- Sudbury Council on Aging
- Friends of the Sudbury Senior Citizens, Inc.
- Art Exhibits
- Trips
- New Evidenced-Based Workshop – Sharpen Your Mind
- Dementia Friendly Sudbury
- Technical Education
- Transportation
- Conclusion
- Supplemental:
 - Details on Programs and Classes
- Statistics

Change, Challenges and Opportunities

The year began with the recent move of the Sudbury Senior Center into the new Fairbank Community Center building. We moved into the building in mid-December and reopened on January 2, 2024. We spent the early months of

the year settling in, learning our way around, managing new keys and card access, determining what things needed more work, or were not working, or not finished yet. We accommodated the continued contractors at work and performing construction in the building, which was at times disruptive to our programs.

We were excited to welcome people into the new Senior Center when we opened on January 2. In spite of the wintery conditions in January, we found ourselves quite busy with many new and returning participants. Everyone had a lot of questions and were eager to tour our new space.

During the first six months in the new building (January-June 2024), there were a total of 213 new people who visited the Senior Center, and at least 9,159 visits/units of service (this number is probably lower than actual as people do not always check in at the entry kiosk). For the entire fiscal year 2024 (July 2023-June 2024), the Senior Center had 475 new participants, and 16,451 visits/units of service.

The staff and volunteers put in an extra effort to welcome everyone and to help them feel at home. We experimented with program locations trying to find the best space for each program.

Coordinator of Volunteer Programs Janet Lipkin scheduled volunteer greeters for morning and afternoon shifts. It helped our volunteers become well-versed in the layout of the new Senior Center and the programs offered. They in turn offered a friendly welcome along with information and tours of the new facility.

Upon our opening on January 2, most programs and classes started immediately. Fitness classes and our regular cards and games activities

returned. We restarted other typical activities, such as our three weekly history courses, Current Events group, Spoonfuls food delivery, blood pressure Clinic, Hearing Clinic, Legal Clinic, special events, Lunch and Learns, and more.

With the Sudbury Parks and Recreation Department still under construction on the other side of the building, the Sudbury Council on Aging and Director planned a Soft Opening event just for the Senior Center in early February 2024. The Soft Opening event was a wonderful success with an estimated 100 people in attendance. Guests enjoyed delicious food as well as the traditional jazz music of the Komorebi Jazz band, led by Sudbury resident and clarinetist Matthew Proujansky.



The Komorebi Jazz Quartet at the Sudbury Senior Center Soft Opening in the new building, Feb. 2024

As the year went on, we were able to expand programming. Fitness classes proved very popular. We added a second Zumba class, a new Strength and Balance class, and a new Drums Alive class. Two volunteers stepped forward to coordinate a new Photography Group. A group offered to host and coordinate a Desi Chai and Chat group for older South Asian Americans. We also hosted special programs in the spring and summer; holding a Mother's Day Gift 'n' Go and a Father's Day Lunch and Learn, a Summer Barbecue and a Red Sox Lunch and Learn during the first eight months.

Of special note, three volunteers elected to participate in training to offer the "Sharpen Your Mind: Memory Training Workshop". The 4-week workshop was offered in spring and fall 2024 (see details below).

In the fall and winter seasons, the Senior Center held several special events. A talk by Attorney General Andrea Campbell's staff on Scams and Fraud was offered in September. A Falls Prevention Lunch and Learn, along with Balance Assessments, provided information about fall risk and prevention. We held a delicious Fall Fest in October with samplings of cider and cider donuts from Honey Pot Hill Farm in neighboring Stow.

In November, we welcomed veterans and spouses to a beautiful Veterans Appreciation Luncheon at the Wayside Inn, with help from Sudbury residents Janice and Steve Milley, along with long time Veterans volunteer Karen Merrill-Skoloff. Veterans enjoyed a delicious luncheon while sharing stories with friends old and new. The 1Lt. Scott Milley Memorial Foundation sponsored the Veteran's luncheon.

In December, we hosted a well-attended Holiday Luncheon at the Senior Center. At the year end, we capped off the year by inviting our participants to a "Year End Review" - a special program to evaluate the programs and classes of 2024, and to brainstorm about what programs to offer next year.

Staff Changes

While we were learning how best to organize and run programs at the new building, and working around construction, we experienced significant changes to our core staff. A key staff person, Asst. Director/Outreach Coordinator Ana Cristina Oliveira chose to move to a job much closer to her home and accordingly, she left on January 11, 2024. The position remained open for over 9 months.

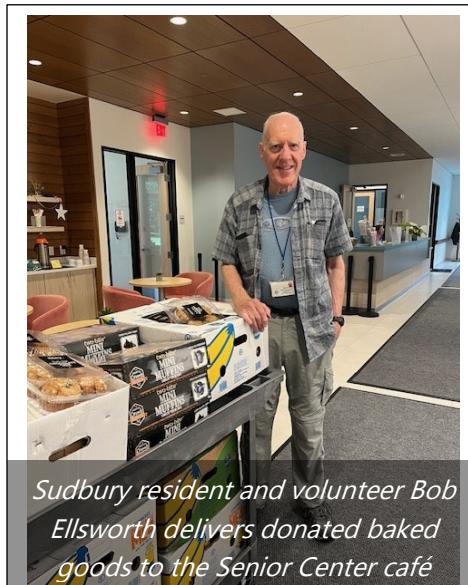
Finally, we found the perfect person and hired new Asst. Director/Outreach Coordinator Jill Dube as of October 2024.

In March of 2024, our Program Coordinator Sharon Wilkes announced her impending retirement so that she could spend more time with family. Sharon volunteered to stay on part-time and we were fortunate to have Sharon continue assist us while we searched for a new Coordinator. In August, we were thrilled to hire our new Programs and Publicity Coordinator Palig Garabedian, who trained with Sharon for several weeks.

Our Front Desk reception area is the core of the Senior Center – this is where everyone is welcomed to the Center, checks in, registers for programs and gets information. We had anticipated an increase in the volume of people checking in at the desk. We knew we would need more help. Our plan upon moving into the new building was to hire an additional part-time staff person for the desk to cover all of our business hours. During the year, the staff experienced increased demand at the Front Desk with coverage issues that affected Administrative Coordinator Chery Finley, and all of the other staff as well. We were finally able to hire the additional part-time receptionist, Cindy Regan, in December 2024.

Late in the fall of 2024, Coordinator of Volunteer Programs Janet Lipkin notified us that she would be retiring to spend more time with family. Janet's hard work and skills were essential to the ongoing Senior Center programs and services during this difficult year. After announcing her upcoming retirement, she graciously agreed to stay on to assist in training the new Coordinator of Volunteer Programs for several weeks. We hired our new Coordinator of Volunteer Programs Sarah Green Vaswani in early December and she was able to spend time training with Janet for several weeks.

The staffing losses and changes throughout the year, along with the adjustment to the new building and ongoing construction, created a challenging strain on the staff. Despite the changes, we were able to continue to offer as many programs, classes, and special events as possible. However, the extra time commitment left little time for new initiatives. Efforts that we had hoped to initiate were put on hold, including exploring a new lunch program, expanding our Dementia Friendly Sudbury efforts, and offering online registration and payments.



Sudbury resident and volunteer Bob Ellsworth delivers donated baked goods to the Senior Center café

Volunteer Appreciation

An ongoing highlight of the year was to observe our amazing volunteers in action. The Front Desk volunteers – long time volunteers Pat Howard, Ellen Fraize, and Deanna Sklenak – provided a steady presence and assistance at the Front Desk. Receptionists, Greeters and special events volunteers provided the staff with a lot of support and positive spirits that helped us through this challenging year. Their help was invaluable and greatly appreciated.

Volunteers helped us offer tours through the new facility, manage and run our special events, assist with setup, check-in, and clean up and

help with the Front Desk reception area, and many other tasks. Volunteers also help to lead some of our groups, including a Stamp Club, the new Photography Club, Canasta, Bridge, and Mah Jong. There are volunteers who use their skills to provide special services such as Tech and Uber Clinics.

Additionally, there are volunteers who perform many valuable services out in the community, including: Phone Buddies, Friendly Visitor, Goodnow-to-Go, Fix-it Help, Sand Buckets delivery, Space Heater Swaps and more.

Coordinator of Volunteer Programs Janet Lipkin organized a Volunteer Appreciation event in May 2024, to celebrate and thank our many volunteers. These individuals extend our reach and broaden our capabilities and help us to further our mission. We could not do all that we do without them. Many thanks to our volunteers!

Services/Support at the Senior Center and in the Community

As mentioned above, while the operations of the new Senior Center were underway, the community-based services overseen by our Coordinator of Volunteer Programs and the many volunteers she has recruited and trained, continued apace. Throughout the year, Sudbury residents received friendly visits from their matched volunteer, Fix-it help, Goodnow-to-Go deliveries, Sand Buckets in the winter, Lawn Clean-up in the fall, and participated in Tech Clinics staffed by volunteers.

Unfortunately, the Medical Equipment Loan Closet service was on hold all year due to lack of adequate space to properly clean and store equipment and the enormous workload increase due to staff changes and losses. As new staff get settled in and trained, there are plans to find adequate space to reopen and restore this important service sometime in 2025.

New Building – Ongoing Work

The new building continued to be much appreciated by visitors, volunteers and staff. However, there were missing "pieces" when we moved in. Some of the features we expected to be in the building were changed or removed due to cost overruns (related to the pandemic and other issues), and some features were significantly delayed. Over the course of the year some of these were taken care of and some remain as we enter into 2025.

The new building, is much larger and more complex than the previous one, which was a school built in 1958 and adapted to include a pool in 1988 and a small addition for the Senior Center in 1990. The new building was designed with pricing estimates from before the pandemic, and needed to meet the needs of 3 different user groups (Senior Center, Parks and Recreation, Sudbury Public Schools). During the first year, there was continued construction which required additional effort to minimize disruptions to our programs. However, we were and are most appreciative of the new space and all the work by the involved departments, including Information Technology, Facilities, Fire Department, Police Department, Health Department, Building Inspector, and others. We anxiously await some additional features and equipment that remain to be finished in 2025. Notes of some of the work done this year (2024):

- Significant construction work remained when we moved in. For example, the Sudbury Parks and Recreation Department was not open, as there remained significant work to their department. The original Fairbank building standing a few feet away from the new Parks and Recreation department offices, was demolished during the first half of 2024. The construction of the new entrance to the Sudbury Parks and Recreation

Department along with remaining rooms followed over the next several months.

- The landscaped lawn area in front of the building experienced significant flooding as a result of heavy rain. Contractors redesigned the drainage in October – November 2024.
- The audiovisual plans for the building were changed late into the planning process (as the original plan was quite limited). Therefore, the actual audiovisual installation was not finished until December 2024.
- Some of the kitchen equipment purchases were put on hold due to building cost overruns. State Rep. Carmine Gentile and Sen. Jamie Eldridge co-sponsored additional funding (to be received in early 2025) for the missing kitchen equipment that will allow the kitchen to be fully operational as the Sudbury Emergency Shelter, should the need arise. This will also enable the Senior Center to consider using the kitchen for a lunch program.
- At the end of 2024, the Senior Center continues to wait for some other equipment/décor: room darkening shades or curtains so that we can show movies and have proper lighting for presentations; window coverings to allow for privacy and light control for several rooms that have extra-large windows; repairs to the pergola and fireplace; functionality of the announcement screen in the café and a few other items.

Facility Use by Groups

Community groups were interested in renting /using space in the new Center over the course of the year. There were several reasons that this was not possible. The building was still under construction for most of the year. In addition, both the Senior Center and Parks and Recreation Departments, who hold programming in the building, needed time to settle in, plan and



State Rep. Carmine Gentile, Sen. Eldridge, COA members, and Senior Center staff gather to celebrate the \$62,000 that will support the missing kitchen equipment.

assess how their programs, events and classes fit into the new building.

Over the last few months of 2024, the Town Manager and staff of both departments met to discuss department building usage and program plans, as well as how the new building could be used by town and community groups.

Questions remain, including: how to staff the building when groups are using space after hours; what software to use for room reservations; and how to manage security and safety concerns with the current building layout, restroom and room access. The Town Manager and Community Center Departments will continue to work on the plan in 2025.

Our New Spaces Used for Connection, Enrichment, Services and Recreation

During 2024, the Senior Center staff was challenged, but continued to adapt to the new space, handled ongoing construction, and tried to replace key staff people. The staff were diligent about keeping the Sudbury Senior Center in full operation; with a welcoming, friendly atmosphere, and maintaining our ongoing popular programs, classes, and services, as well as adding some new offerings.

We were pleased to use our new spaces to offer drop-in space for socialization as well as quiet activities; academic style classes; fitness and wellness classes; recreation, cards and games; and arts and crafts activities. We also held special events in the Multipurpose room

including Luncheons with live music, and Lunch and Learns with informational speakers.

The new Professional office was useful for the weekly Health Department Blood Pressure Clinic, weekly SHINE Medicare Assistance appointments, Hearing Assessments, Legal Clinic, Nutrition consultations and various other consultations and meetings. We are scheduling new services for this office in 2025, such as a Podiatry clinic and more.

Along with all of our programs and classes at the Senior Center, we also use the new program rooms for private client consultations, volunteer interviews, meetings with instructors, providers of services, collaborative department meetings, and staff planning meetings.

The Senior Center staff were able to utilize all of the new rooms and to experiment to determine which rooms worked best with which programs this year. In 2025, as staffing stabilizes over the year, we will seek to add additional fitness and arts classes, along with other desired programs and events.

Sudbury Council on Aging

The Sudbury Council on Aging is the 9-member advisory board that oversees policies and works with the Director to ensure a broad range of services and programs are offered and meet the needs of the older residents of Sudbury.

The Council on Aging was instrumental in planning and organizing the Soft Opening Celebration at the new Fairbank building. The celebration included food, live music and tours, along with time to meet new people. With over 100 people in attendance, the event was a smashing success.

The Council on Aging and Director Galloway hoped to begin plans for a lunch program. COA members visited other Senior Centers to review

their lunch programs and to learn more about their operations. Due to staff shortages and the additional kitchen equipment needed, the research into offering a lunch program was put on hold. The practicality and ability to offer a regular lunch program will be assessed and reviewed as the Senior Center staffing stabilizes and the building features, fixtures and equipment are finished.

The COA members are active in liaison roles or are members of other Town organizations. Marilyn Tromer is liaison to the following: the Sudbury Commission on Disability, Diversity Equity and Inclusion Committee, and the Friends of the Sudbury Senior Citizens. Pat Tabloski is liaison to the Sudbury Board of Health. Carmine Gentile is on the Sudbury Housing Authority, and the Sudbury Housing Trust. Bob Lieberman is liaison to the Transportation Committee.

Members of the COA staffed a table at "Sudbury Doing Good" Fair in November.

The COA advocated for the Sudbury Property Tax Work-off program to expand up to the new State limit of \$2,000 per year. Later in the year, the new limit was approved.

The COA is working with the Friends to put on a musical festival with groups from the New England Conservatory, the LS Civic Orchestra Chamber Players, and students from the Lincoln Sudbury Regional High School in 2025.

In December 2024, the Council on Aging began the review process for the newly revised Senior Center Policies and Procedures developed by Director Galloway and Senior Center staff. The new Policies and Procedures will be finalized in early 2025.

Friends of Sudbury Senior Citizens, Inc.

The Friends of Sudbury Senior Citizens, Inc., or the "Friends", are a non-profit, 501(c)(3),

fundraising group supporting the Sudbury Senior Center and older residents of Sudbury. The Friends continued to raise funds and advocate for older residents over the course of the year. The Friends donated funds to the Sudbury Senior Center to support entertainment and food and supply costs for many special events this year, including: St. Patrick's Day luncheon, Volunteer Appreciation Open House, Mother's Day Gift 'n' Go, Summer Barbecue, the Father's Day Lunch and Learn, the Red Sox Lunch and Learn, the Fall Fest and the Holiday Luncheon. Without their support, the Senior Center would not have been able to offer these special events and programs.

During the past 2 years, the Friends donated to support the new building, which included the funding for the outdoor pergola, fireplace, and via a Cummings Foundation grant, \$100,000 to support purchase of some of the kitchen equipment. During 2024, the Friends purchased and donated a baby grand piano for the new Multi-purpose room to be used for performances and concerts throughout the year.

Art Exhibits on our new Gallery Wall

A new volunteer joined the Sudbury Senior Center, Helen Rolfe Ham, an artist herself, volunteered to be our Art Exhibit coordinator. Helen planned three different exhibits in 2024, beginning in July/August, the exhibits were hung for two months at a time. Exhibitors included:

- Wayne Hall – Photographer
- Lyn Slade and Amy Rubin – Fiber Artists
- Watercolorists of the Sudbury Senior Center Watercolors Group

These art exhibits brought warmth and color to our bare walls and were welcomed by all who visited the Center. In coordination with the Director, Helen has exhibits planned throughout 2025. Thank you, Helen!



Art instructor Lane Williamson is a new volunteer who taught two art classes in FY 2024

Sudbury Senior Center Trips

Two extraordinary volunteers continued to serve the Senior Center community with extensive travel opportunities in 2024. Co-coordinators Franci Martel and Joe Bausk offered exciting opportunities for fun, socialization and exploration with ongoing day and multi-day trips throughout the year. Some examples include: a tour of the American Music Cities: Nashville, Memphis and New Orleans, the Nova Scotia Tour and Tattoo Fest, the Quabbin Reservoir Tour and Lunch at Salem Cross Inn and Sleigh Bells Swing Lunch and Jazz Show at Danversport Yacht Club.

A special treat for our guests, Franci purchased an American Heritage Museum Pass to offer to our participants the opportunity to visit the American Heritage Museum in Hudson for free.

Many thanks to Franci and Joe all of their hard work in planning and coordinating the Sudbury Senior Center Trips program!

Special New Evidenced-Based Workshop – Sharpen Your Mind

We were grateful to Danielle Agabedis, Paul Marotta and Kim Canning who volunteered to become instructors for the "Sharpen Your Mind: Memory Training Workshop". The workshop is a 4-week course that invites older adult students to attend classes for 2 hours each week. This course is an evidenced-based program, developed and tested by Stanford University. Research results have shown improved memory

skills in adults who participated in the training. Our 3 trained volunteers offered the popular workshop twice this year in May and September 2024.

Dementia Friendly Sudbury

The Dementia Friendly Sudbury Action Team continued to meet monthly to plan for caregiver support and dementia awareness for the greater community. The team is a coalition of Senior Center staff, Sudbury business partners, and Sudbury residents started by the Sudbury Senior Center Director and Outreach Coordinator in 2019.

The Dementia Friendly Sudbury Team consists of: Generations Law Group Carol Anderson, Bridges by Epoch Memory Care Christine Brooks and Sharon Loveridge, Visiting Angels Home Care Joan Maddox, Sudbury residents Susan McMahon, Neena Singh, Rutty Guzdar, Pat Carr, Sudbury Senior Center Director Debra Galloway, and Asst. Director/Outreach Coordinator Jill Dube.

- The team coordinated the med Caregiver baskets for delivery to caregiver's homes from November - March of 2023-24, and again in November 2024 and continuing through March of 2025.
- The team supported the 5th annual Dementia Friendly workshop with Lincoln-Sudbury High School students and Better Day Adult Day Care participants in May of 2024.
- With team support, the Senior Center coordinated a Monthly Caregiver Support Group and concurrent Circle of Friends program with partner Orchard Hill Assisted Living of Sudbury.
- The Senior Center ran a monthly Memory Café with partner Bridges by Epoch Memory Care of Sudbury.

Senior Profiles

Our Coordinator of Volunteer programs Janet Lipkin recruited volunteers to interview and write profiles on our local participants. This year the following people were profiled in the Sudbury Scene newsletter: Bob May, Colin Warwick, Mike Meixsell, Abla Shocair, and Janice Quinn.

Technical Education

For many older adults using technology such as cell phones, laptops and tablets is not second nature. Recognizing this, Senior Center Director Galloway applied for and was awarded the "Enhancing Digital Literacy of Older Adults" grant from the Executive Office of Aging and Independence (formerly the Executive Office of Elder Affairs).

The grant allowed the Senior Center to offer several iPhone and Android phone workshops throughout 2024 that will continue into 2025. All of the workshops were very popular and highly rated through an evaluation process. Participants in the classes cite learning how to use their phones for health portals, how to shop on their phones, and how to stay in touch with family as valuable new skills.

A listing of iPhone Workshops provided with funding from the Enhancing Digital Literacy Grant from the MA Executive Office of Elder Affairs in 2024 are listed below.

Offered by KevTech Services:

- Back to Basics with iPhone
- Staying Organized on iPhone
- All about Photos
- Repeat of Basics
- Staying in Touch on iPhone
- Health and Emergencies with iPhone
- Navigating the Settings

- Taking and Organizing Photos
- Exploring Outdoor Photography
- Setting up and Managing Email
- Personalizing your iPhone
- Finding Transportation using Uber and Lyft on iPhone
- Finding Books and Building your Digital Library
- Using Spotify on iPhone
- Using Instacart, Uber, and Venmo
- Important Tools of the iPhone
- Repeat of Staying Organized on iPhone
- Online Shopping on Amazon and Groupon

Offered by Therapy Gardens/Senior U:

- Tech Essentials
- YouTube for You
- How to use ChatGPT
- Social Media: What you Need to Know
- Intro to Podcasts

Android Phone Workshops offered by volunteer Jonathan Baron:

- Android Basics 1, 2, 3, and 4
- AI Tech Talk

Volunteers stepped forward to offer a Walk-in Tech Clinic and the Android classes this year. Thank you to Patrick Carroll and Jonathan Baron! The Enhancing Digital Literacy of Older Adults grant also enabled the Senior Center to purchase 5 new laptops and 5 iPads to loan out for classes at the Senior Center. The equipment will be available for small group classes and for individuals who need to use a laptop or iPhone at the Senior Center for practice or personal uses. As Policies and Procedures are developed the laptops and iPads will be available for loan in 2025.

Transportation

Transportation continues to be a critical need for Sudbury residents. Residents use the new transportation services to get to medical



A launch event for the new Catch Connect Sudbury van service was held on June 6, 2024

appointments, shopping for groceries, pharmacy needs, visiting the library and Town Hall, visiting friends and family and getting to work. We have seen an increase in the numbers of people using all transportation services. Life changes such as vision loss, changes in mobility, recovery from surgery or simple things like car repairs, can make help with transportation necessary.

The Sudbury Senior Center Director Debra Galloway continued to represent the town on the MetroWest Regional Transit Authority Advisory Board and to participate as a core member of the Sudbury Transportation Committee.

The efforts of the Sudbury Transportation Committee resulted in two new transportation service pilots in 2024: the Catch Connect Sudbury Micro transit (on-demand) service and the Sudbury-Wayland Boston Hospital Shuttle service. The services are the result of a collaboration with the MetroWest Regional Transit Authority.

The Transportation Committee's two ongoing services, the GoSudbury Uber and Taxi programs, provided ample evidence of need and documentation for grant applications for these two new pilot programs. Credit goes to the entire Transportation Committee with special note of the extra effort on the part of Alice Sapienza and Dan Carty, Chair.

Senior Center Director Galloway co-led three Transportation Outreach events at housing developments in town during the year, helping residents to understand all of the options and how to use them.

Transportation will continue to be a critical resource for many Sudbury residents.

*Note: See more information from the Sudbury Transportation Committee report within this Sudbury Annual Town Report.

Conclusion

2024 was quite the year for the Sudbury Senior Center! A reopening in the beautiful new Fairbank building; adjustment to the new building and ongoing construction; a loss of 3 key staff people; eventual hiring of 3 new staff people; hiring of a new Part-time Receptionist to cover the rest of the Front desk hours; and continued efforts to serve the older adults in the community with opportunities for engagement, connection, fun, education, physical activity, various services and volunteer opportunities.

The origin of this new Fairbank building started with the advocacy of an earlier group of Sudbury Council on Aging members, in particular, David Levington at Town Meeting in 2012. Significant help with the planning was provided by COA Chair Jack Ryan, COA member John Beeler, COA Chair Jeff Levine and COA member Bob Lieberman. COA members understood that the

ongoing growth of the population of older adults in town demanded more space to meet their needs.

The expanded space in the new Center is dedicated to Senior Center participants from Monday-Friday, from 9:00 AM – 4:00 PM to ensure that space is available as the 60+ population of Sudbury, currently 5,105 residents, continues to grow. In 2025, as the new staff settles in, they are excited to continue classes and programs that will thrill, delight, educate and entertain our growing number of members. We want to provide opportunities for engagement and socialization as well as support for the life changes that tend to happen as we get older.

With our new and continuing staff and our fantastic volunteers we are ready to succeed in fulfilling our mission in 2025!

Respectfully submitted,

SUDBURY COUNCIL ON AGING

Marilyn Tromer, Chair

Patricia Tabloski, Vice-chair

Robert Lieberman, Secretary

State Rep. Carmine Gentile

Paul Marotta

Anna Newberg

Donald Sherman



The Senior Center's new Desi Chai and Chat group in October



Yachun Lin leads the new Drums Alive class at the Sudbury Senior Center!

Sudbury Senior Center Program Participation – FY 2024		Units of Service¹	Unduplicated people served
	General information Services/Contacts/Calls ²	12,500	1,800
	Participation	16,451	1,800
Advocacy	Health benefits counseling (SHINE)	128.5	159
	Outreach	672	433
Professional Services	Group support	262	94
	Legal Assistance	20	20
	AARP Tax Return Preparation ²	135	101
	Hearing Clinic	20	19
Support Services	Food shopping assistance	323	11
	Friendly visiting	48	1
	Intergenerational programs	12	12
	Transportation (Sudbury Connection Van Service)	3,138	89
	GoSudbury Uber and Taxi	2,305	**
	Fix-it Home Repair	54	15
	Newsletter (email/mail) ²	22,000	2,000
Wellness	Health services/Vaccines	274	123
	Fitness/exercise	4,805	244
	Health Education	27	24
Other	Recreation/socialization	3,873	756
	Technical Education ³	185	86
	Cultural events	102	80
	Community education ²	976	108
	Lifelong Learning classes	3,536	100
	Arts and Crafts	743	75
	Property Tax Work-off Program	**	46
	Trips	174	93

Notes: We were in the new building for the entire calendar year, but only half of the fiscal year (FY 2024-July 1, 2023-June 30, 2024). Statistics and financial information are based on the fiscal year.

¹ Units of Service are the approximate number of times a program or service is offered, Unduplicated people is the number of individuals who participated in that program.

² Many of our statistics rely on our participants checking in to our kiosk when they arrive at the Senior Center. Therefore, many of the statistics listed above are lower than actual.

³ Technical Education includes: iPhone workshops, Android workshops, Tech clinics and other Technological classes.

Sudbury Senior Center Volunteer Services – FY 2024				
# of volunteers	Title (modify as needed)	Estimated total hours	Est. Value of work/hour	Estimated total value
9	Board Chair/officers	251	\$75	\$18,825
2	Trips Coordinator	92	\$25	\$2,300
20	Newsletter committee	110.5	\$18	\$1,989
4	Baked Goods volunteer	177	\$18	\$3,186
17	Group Facilitator/Moderator	1,043	\$35	\$36,505
8	Goodnow to Go volunteer	63	\$18	\$1,134
3	Health Benefits Counselor (SHINE)	138.5	\$75	\$10,388
1	Hearing Clinic	18	\$75	\$1,350
14	Greeter	134	\$18	\$2,412
1	Home Safety Check	22.5	\$50	\$1,125
-	Lawn Clean-up	-	\$18	-
3	Legal Clinic	24	\$75	\$1,800
3	Tax assistance: AARP Certified Aides	160	\$75	\$12,000
5	Phone Buddy	158	\$18	\$2,844
1	Friendly visitor	35.5	\$18	\$639
13	Grocery Shopping Assistant	323	\$18	\$5,814
7	Fix-it Home Repair	54	\$35	\$1,890
14	Sand Bucket Delivery (safety sand)	83	\$18	\$1,494
1	Space Heater Exchange	6	\$18	\$150
2	Lockbox (key safe for Emergency access)	14	\$25	\$350
-	Medical Equipment Loan Closet pieces of equipment	158	-	-
20	Special Events Help	80.5	\$18	\$1,449
25 ⁴	Special Projects	515	\$18	\$9,270
8	Tech Help/Uber Tech Help	92	\$50	\$4,600
TOTAL - 160				\$121,514

Notes: The Senior Center was located in the new building for the entire calendar year, but only half of the fiscal year (FY 2024-July 1, 2023-June 30, 2024). Statistics and financial information are based on the fiscal year unless otherwise noted.

⁴ Special Projects involves individuals as well as groups, such as Scouts. The actual number of individuals is much higher.

Sudbury Senior Center Accounts with the Town of Sudbury FY 2024

The Town of Sudbury financially supports the Senior Center by funding salaries of the Director, Assistant Director/Outreach Coordinator, Administrative Assistant, Program Coordinator, and Coordinator of Volunteer Programs; and provides support for general operating expenses as well as for operating the facility. (See the Town Accountant's report for details.)

The following Senior Center/C.O.A. accounts are not part of the Town budget because the revenue sources are not from the Town, but are administered through the Accounting Office. The COA Program Revolving account receives payments from participants in classes, and then disburses payments to instructors of those classes. The MWRTA Revolving account receives funds from the MWRTA and expends funds for the Van drivers, van fuel and van insurance. A listing of account activities for FY 2024 is listed in the table below.

FY 2024 – Fiscal Year 2024 – July 1, 2023 – June 30, 2024

Account Number	Title	Beginning Balance FY24	Revenue FY24	Expenditures FY24	Ending Balance
1171	COA Revolving – Program Account ¹	\$2,540.13	\$19,943.38	\$17,362.96	\$5,120.55
1173	MWRTA Revolving Account ²	\$42,410.25	\$143,318.82	\$103,491.39	\$82,237.68
1323	State Aid/Formula Grant ³	\$61,125.86	\$62,048.00	\$37,284.91	\$85,888.95
1833	COA – Title III- BayPath Grant ⁴	\$96.82	\$0.00	\$0.00	\$96.82
1951	Friends' Activities Account ⁵	\$5,632.57	\$8,000.00	\$9,899.27	\$3,733.30
1412	Senior Center Donation Account	\$3,275.13	\$170.00	\$170.86	\$3,274.27
1969	Sandy Wilensky Memorial Account	\$1,846.43	\$0.00	\$0.00	\$1,846.43

¹ Activities/Program fees are collected and instructors and class expenses are paid from this account. The Town of Sudbury does not subsidize Senior Center events or activities. Student fees pay for instructors.

² Account receives reimbursement from the MetroWest Regional Transit Authority for the expenses of running the Senior Center Sudbury Connection vans.

³ Annual Formula Grant Funds from the MA Executive Office of Elder Affairs, helps to fund the Receptionist positions, the Sudbury Property Tax Work-off Program Coordinator, some programs, and membership in the Mass. Councils on Aging (MCOA).

⁴ Title III BayPath Elder Services Grants – funds were for a Sudbury Shuttle along Route 20 which ended at the pandemic in 2020.

⁵ Friends' of Sudbury Seniors Activities account, utilized for special event costs.

SUDBURY VETERAN'S SERVICES

The Sudbury Veteran's Services Office provides Federal, State and Local benefits, information and services to the Town's Veterans who served from World War II to the present. The Spouses, Dependents and Widows/Widowers of Veterans may also be eligible for benefits. Veterans and those who are eligible for benefits are encouraged to call the Veteran's Agent at (978)639-3357, to schedule an appointment with either of the two veteran agents who service the community.

This Office assists Sudbury residents with processing Federal applications and requests for Service-Connected Disabilities, Non-Service Connected Pensions, Health Care Benefits, procuring Service related documents, replacement Medals, VA Health Care and many other Federal Benefits. For a complete list of Federal benefits please go to www.va.gov.

The Veteran's Office also administers Massachusetts State Benefit Programs available to qualified Sudbury Veterans. Some of these benefits include Outreach and Counseling, Housing, Financial Assistance, Employment, Fuel Assistance, Medical Assistance and Education. A recent benefit offered to Veterans and Active Military Personnel is the Welcome Home Bonus Benefit(s). For a complete list of Massachusetts state benefits that Veterans may qualify for, please visit <http://www.mass.gov/veterans/>.

There are also local benefits available to Sudbury resident Veterans such as Tax Abatements. Such

abatements, Clause 22 Veterans, is a state benefit that is processed locally. More information can be found at, www.mass.gov/veterans/housing/subsidy-and-tax/property-tax-exemption-for-veterans.html. There is also a Tax Work-Off Program available for Sudbury Veterans. You may inquire about this program at the Department of Veterans' Services or at the Senior Center.

The Town of Sudbury is very active in honoring our Soldiers and Veterans. Sudbury is certified as a Purple Heart Community by the Massachusetts Military Order of the Purple Heart. August 7th each year is designated as Purple Heart Day. Also, the Sudbury community has welcomed home many soldiers with banners and proclamations naming a special day in their honor. The month of May has been declared as Military Appreciation Month. In November of each year there is a Veterans' Day Appreciation Luncheon held at the Fairbank Community Center honoring all Sudbury Veterans. The Town has a Military Album available for viewing at the Goodnow Library. Sudbury Military Families are welcome to submit pages of their military loved ones to be added to this album.

The Town of Sudbury thanks all those who serve our country.

Respectfully submitted,

Michael Hennessy, Veteran Services Director

OUR HERITAGE

HISTORIC DISTRICTS COMMISSION

In 2024, the Historic Districts Commission considered 38 requests for Certificates of Appropriateness and zero Permits for Demolition or Removal. These applications included approval of plans for additions to existing structures; replacements of doors, stairs, windows, and roofs; installations of new fences, stonewalls, solar panels, benches and landscape designs; and erection of new signage. Regular and special meeting dates of the Historic Districts Commission were well publicized so interested residents could attend and participate.

All meetings of the Historic Districts Commission are conducted as open meetings to which the public is invited. All cases are a matter of public record and the documents pertaining to them are filed with the Planning and Community Development Department. The list that follows identifies matters considered by the Historic Districts Commission in 2024.

24-01

Laura Perdomo 357 Boston Post Road

Certificate of Appropriateness to install signage.
APPROVED

24-02

Richard Fallone, 29 Massasoit Avenue

Certificate of Appropriateness to replace windows. APPROVED

24-03

Maillet & Son, 137 Dutton Road

Certificate of Appropriateness to add an addition. APPROVED

24-04

Joy DiMaggio, 311 Hudson Road

Certificate of Appropriateness to install (2) 48" granite benches. APPROVED

24-05

Frederick Bowen, 16 Rice Road

Certificate of Appropriateness to replace shingles on garage roof. APPROVED

24-06

Marek Mizeracki, 4 Confidence Way

Certificate of Appropriateness to install solar panels. APPROVED

24-07

Paul Mahoney, 402 Concord Road

Certificate of Appropriateness to build an addition. APPROVED

24-08

Johnny Tang, 29 Hudson Road

Certificate of Appropriateness to install signage.
(Failed to attend 3 meetings). DENIED

24-09

Matthew Jennings, 18 Hudson Road

Certificate of Appropriateness to replace siding and windows. APPROVED

24-10

Seth Gold, 62 Peakham Road

Certificate of Appropriateness to build a shed.
APPROVED

24-11

Griff Noble, 47 Concord Road

Certificate of Appropriateness to add and replace gutter. APPROVED

24-12

Christopher McConnell and Valentina Barboy, 21 Henry's Mill Lane
Certificate of Appropriateness to install fencing.
APPROVED

24-13

Pete Iovanella, 258 Dutton Road
Certificate of Appropriateness to replace windows. APPROVED

24-14

Sandra Duran, 21 Concord Road
Certificate of Appropriateness to install EV Charging station. WITHDRAWN

24-15

Marylee Majno, 10 Hudson Road
Certificate of Appropriateness to move fencing and create a stone retaining wall. APPROVED

24-16

Matthew and Lorraine Smith, 64 Carriage Way
Certificate of Appropriateness to remove stairs and walkway, extend landing. APPROVED

24-17

Pete Iovanella, 258 Dutton Road
Certificate of Appropriateness to install gutters.
APPROVED

24-18

Ellen and Danny Murphy, 348 Concord Road
Certificate of Appropriateness to demolish rotted cottage. DENIED

24-18A

Ellen and Danny Murphy, 348 Concord Road
Certificate of Appropriateness to replace garage doors, pave driveway. APPROVED

24-19

Alex Alvarenga, 365 Boston Post Road
Certificate of Appropriateness to replace signs.
APPROVED

24-20

Robert Greene, 84 Peakham Road
Certificate of Appropriateness construct 3 bedroom single family home with attached barn.
APPROVED

24-21

Michael and Jessica Cooper, 26 Lafayette Drive
Certificate of Appropriateness to remove and replace two structures on the back of the house.
APPROVED

24-22

Brooks Barhydt, 19 Colburn Circle
Certificate of Appropriateness to repair exterior house rot and paint/add gutters, remove clipped corners from garage and entryway, replace garage doors, gutters and front doors, demo concrete at entries of the house. APPROVED

24-23

Ashley Fennelly, 8 Lafayette Drive
Certificate of Appropriateness to install solar panels. APPROVED

24-24

Doug and Joyce Arthur, 229 Peakham Road
Certificate of Appropriateness to install a fence.
APPROVED

24-25

Stephanie Wetherell, 348 Boston Post Road
Certificate of Appropriateness to install signage.
APPROVED

24-26

Robert Palumbo, 11 Lafayette Drive
Certificate of Appropriateness to replace asphalt shingles and install solar panels. APPROVED

24-27
James A. Hill, 72 Wayside Inn Road
Certificate of Appropriateness to reconstruct
farmers. APPROVED

24-28
Hillary and Karl Zimmerman, 239 Concord Road
Certificate of Appropriateness to install fencing
and plantings to screen proposed pool and
patio. APPROVED

24-29
Sandra Duran, 299 Old Sudbury Road
Certificate of Appropriateness to remove asphalt
shingles and replace with historically correct
cedar shingle roof. PENDING

24-30
Eddie Hawkins, 26 Church Street
Certificate of Appropriateness to install a
temporary ADA Ramp. APPROVED

24-31
Ian Halbert, 285 Concord Road
Certificate of Appropriateness to install a
basement egress. APPROVED

24-32
Donna Gilli, 251 Old Sudbury Road
Certificate of Appropriateness to install EV
Charging stations. WITHDRAWN

24-33
Brandon Parker, SVT, 18 Wolbach Road
Certificate of Appropriateness to secure leaning
foundation. APPROVED

24-34
*Jaime Bzdrya & Mike Ciommo, 53 Robert Best
Road*
Certificate of Appropriateness to replace
windows and door. APPROVED

24-35
Megan Goud, 330 Concord Road
Certificate of Appropriateness to install a 4'
fence. PENDING

24-36
William Mack, 51 Hudson Road
Certificate of Appropriateness to repair stone
wall. PENDING

24-37
Gregory Fried, 61 Dutton Road
Certificate of Appropriateness to install a 3.5'
fence. APPROVED

24-38
Pat Byrne, DECK IT, 411 Concord Road
Certificate of Appropriateness to rebuild and
existing deck making it wider. APPROVED

The Historic Districts Commission received
Community Preservation Act funds to revise the
Commission's Design Guidelines to make it
easier for the public to understand the
application review process. This project is in
process.

One of the requirements of the Certified Local
Government designation included a joint
meeting between the Historic Districts
Commission and the Historical Commission,
which occurred in October 2024. One outcome
of this joint meeting was agreement with one of
the community wide Historic Preservation Plan
(2022) and 2021 Master Plan recommendations
to jointly establish a Sudbury Historic and
Archeological Stewardship Working Group to
engage Sudbury stakeholders in historic
preservation and to develop and agree on a
Stewardship Mission Statement for this Working
Group.

Another outcome of this joint meeting between
the HC and the HDC was agreement on a
position paper regarding 5 Tercentenary Markers

located in Sudbury. These Markers have been the subject of debate both in Sudbury and in other MA communities due to factual inaccuracies, racist content and a prioritization of Anglo-white historical interpretation. The Sudbury Select Board at their June 11, 2024 meeting asked the HC to provide advice on their potential removal in Sudbury. At the joint meeting, the HC and HDC agreed on a consensus position for the removal of the tercentenary markers based on a legal removal due to Mass DOT's jurisdiction over the markers, preservation of the markers as historical artifacts

and displaying the markers in a manner that properly contextualizes them as historical artifacts.

Respectfully submitted,

HISTORIC DISTRICTS COMMISSION

Anuraj Shah, Chair

Taryn Trexler, Vice-chair

Christopher Hagger

Griff Noble

Jordan Wachs

Pete Iovanella



Town officials participate in a Sudbury Chamber of Commerce meeting

HISTORICAL COMMISSION

Year 2024 was a year of accomplishments for the Sudbury Historical Commission's (SHC) projects and efforts to preserve protect and develop Sudbury's historical and archeological resources. The SHC met 15 times in 2024.

Using CPC funding, the SHC completed a major project that involved the hiring of a preservation consultant to prepare and complete a Hosmer House Collection Assessment Report. The results of this report provided a road map for preservation and maintenance of the important Hosmer Family collections. The SHC has applied for CPC funding to archive/store the Hosmer family historical papers, manuscript materials and photographs, install light control within Hosmer House to reduce damage to collections and the development of a Collection Management Policy.

Using CPC funding, the SHC completed a major project that involved the hiring of a team of professional consultants to prepare and complete a Hosmer House Historic Structures Report and Cultural Landscape Report. The findings of this report will assist the Town who is responsible for the maintenance of the Hosmer House. The findings will also assist the SHC with future plans for the historic landscape for the Hosmer House. The Town has applied for CPC funding fully supported by the SHC to undertake major exterior restoration to the Hosmer House supported by the results of this completed report including a new roof using historic roof materials.

Based on prior CPC funding for a *Phase V Sudbury Historic Resource Inventory Survey*, the SHC continued to work with a preservation consultant for the *Phase V Sudbury Historic Resource Inventory Survey Project*.

In 2022, Sudbury became a Certified Local Government (CLG). As a result, Sudbury is among a small group of Massachusetts

communities who will receive favored assistance from the Massachusetts Historical Commission (MHC) to enrich, develop and help maintain local historic preservation programs. On February 13th, 2024, the SHC held a special public meeting on the topic of SHC historical community education, outreach and engagement. Jenn Doherty, Local Government Programs Coordinator for the MHC presented guidance on this topic and lead the discussion and answered questions from SHC members.

One of the requirements of the CLG designation includes a joint meeting between the SHC and the Sudbury Historic Districts Commission (SHDC), which occurred in October 2024. One outcome of this joint meeting was agreement with one of the community wide Historic Preservation Plan (2022) and 2021 Master Plan recommendations to jointly establish a Sudbury Historic and Archeological Stewardship Working Group to engage Sudbury stakeholders in historic preservation and to develop and agree on a Stewardship Mission Statement for this Working Group.

Another outcome of this joint meeting between the SHC and the SHDC was agreement on a position paper regarding 5 Tercentenary Markers located in Sudbury. These Markers have been the subject of debate both in Sudbury and in other MA communities due to factual inaccuracies, racist content and a prioritization of Anglo-white historical interpretation. The Sudbury Select Board at their June 11, 2024 meeting asked the SHC to provide advice on their potential removal in Sudbury. At the joint meeting, the SHC and SHDC agreed on a consensus position for the removal of the tercentenary markers based on a legal removal due to Mass DOT's jurisdiction over the markers, preservation of the markers as historical artifacts and displaying the markers in a manner that

properly contextualizes them as historical artifacts.

The SHC, responsible for administering the Demolition Delay Bylaw passed by the Town of Sudbury in 2004, handled eight new applications for partial/full demolitions of buildings built prior to 1940. In several of these applications that involved only partial demolition, the SHC determined that the partial demolition covered a portion thereof of the structure which the SHC determined was not historically significant which shortened the process for the applicants to obtain their building permits. There were no 6 month Demolition delays issued by the SHC in 2024. As a way to streamline and make it easier for applicants under the Demo Delay Bylaw, the SHC developed and approved new Town of Sudbury Demolition Delay Bylaw Guidelines and Application Form, and these have been posted on the SHC website.

The SHC was involved in many other preservation efforts such as continuing to assist the MA DCR in the design of interpretive signage along the developing Mass Central Rail Trail and the Town of Sudbury in the design of interpretive signage for the Phase 2 Bruce Freeman Rail Trail. The SHC was requested by the Mass DOT to provide input on the 25% design for the Bruce Freeman Rail Trail (BFRT) Phase 3 in Sudbury. Members of the SHC walked the entire BFRT Phase 3 with cultural resource staff from the Mass DOT to identify historical railroad related assets. The SHC provided written comment on the BFRT Phase 3 based on the site walk. The SHC continued to develop a design using a consultant to update the Revolutionary War Cemetery Kiosk in conjunction with the Sudbury Historical Society (SHS) and replacing the current Revolutionary War Cemetery Marker and identified a new sign maker to continue the Historic House Marker program for historic property owners.

The SHC continues to work with the Town for the possible acquisition of the historic RR Section House and the c. 1952 South Sudbury replacement train station (yellow building known as Crumbles Station) from the MBTA both of which are located along the evolving rail trails. The SHC successfully presented an article at the 2024 Town Meeting authorizing the Town to start the discussion process with the MBTA for this possible acquisition.

The SHC continued the opening of the Hosmer House in 2024 to the public with selective monthly weekend openings of Hosmer House, but the SHC was challenged by the discovery of mold spores in August in the Hosmer House basement. With the assistance of the Sudbury Facilities Manager, the mold spore problem was investigated and remediated but the SHC was not accessible to the public for a couple of months. The Sudbury Facilities Manager attended SHC meetings to explain the remediation and testing results. The SHC was then looking forward to scheduling the November Hosmer House Open and the annual Hosmer Holiday Open House in December when mold spores were found on surfaces within the Hosmer House. The SHC decided to close the Hosmer House until decisions could be made by the Town regarding further remediation and analysis on what is causing this problem. The SHC has placed updates/summary of this issue on our Town Website and for public information.

Commission members continue to participate in workshops given by the Massachusetts Historical Commission, the National Alliance of Preservation Commissions, and Historic New England. The SHC also participated in the Sudbury Doing Good Fair.

Respectfully submitted,
Christopher Hagger, Historical Commission Chair

MEMORIAL DAY COMMITTEE

Our Memorial Day Parade and ceremonies honor veterans of all wars that involved Sudbury residents, starting with King Philip's War in 1676, through today's conflicts in Operation Iraqi Freedom and Operation Enduring Freedom. Sudbury's Memorial Day was marked by somber respect for those veterans who fought and lost their lives.

Ceremonies began early in the morning at 7:30 AM with commemorative musket firings at the Minuteman statue in the New Town Cemetery, overlooking the Town Common and again at the Revolutionary War Cemetery. A bus took participants to the New North Cemeteries. Veterans were honored with a prayer delivered by Kenny Hiltz from the American Legion Post 191 and a musket salute by the Sudbury Companies of Militia and Minute (SCMM) marching to tunes played by the Sudbury Ancient Fyfe & Drum Companie. TAPS was played after each musket salute.

Under the Command of Colonel James Wiegel US Army (Retired), the parade left the Rugged Bear parking lot at 9:30 AM heading east along Route 20. The parade was led by a Scout Color Guard. The 2024 Memorial Day Parade Grand Marshal was Captain (Retired) Paul Mawn, US Navy, a proud member of American Legion Post 191 in Sudbury.

The parade proceeded up Concord Road to the Goodnow Library where the SCMM fired a musket salute followed by the playing of TAPS. The parade moved on to Wadsworth Cemetery and the grave site of Alfred Bonazzoli, a founding member of SCMM, WWI veteran and ringleader of the "liberation" from Framingham of the WWI German howitzer that now sits in front of Sudbury American Legion Post 191. The parade then reassembled at the King Phillip monument, where the United Native American Council (UNAC) gave a presentation and the SCMM fired a musket salute. The parade

stopped again at the front of Wadsworth Cemetery to honor the veterans of WWII, Korea and Vietnam. Rabbi Freeman from the Chabad Center of Sudbury delivered some prepared remarks about WWII and gave a prayer. Veterans raised each of their service flags to full staff along with the US Flag as CAPT Paul Mawn played "To the Colors" followed by a musket firing and CAPT Mawn playing TAPS as he did at all venues that day. The Daisy/Brownies and Tiger/Cub Scouts joined in the parade at Ascension Parish Church and proceeded to Grinnell Park.

At Grinnell Park, COL Wiegel delivered some opening remarks as Master of Ceremonies. Saesha Shetiya, a 6th Grader, sang the National Anthem, followed by a rousing musket salute. Mr. Steve Milley delivered the opening prayer. CAPT Mawn delivered some remarks about patriotism and Memorial Day. The Sudbury Fyfe & Drum played the Battle Hymn of the Republic followed by Girl Scouts singing "My Country Tis' of Thee." COL Wiegel then read the names of veterans who had passed on since last Memorial Day followed by some thank you announcements and the playing of TAPS. Jan Hardenbergh from the First Parish Church rang the church bells 21 times after TAPS was played. This concluded the ceremony.

Thank you to the supporters of the event: First Student school bus company, Town employees, Leila Frank and Charlie Flynn, Boy Scout Troops 60, 61, 63, the LT Scott Milley Ranger Foundation, the United Native American Council, and the Sudbury Companies of Militia and and the Sudbury Ancient Fyfe & Drum Companie. As always, the best way to see this parade is to be in the parade. Please come and join us next year.

Respectfully submitted,
*James A. Wiegel, COL(Ret.) US Army
Chairman, Memorial Day Committee*

SEPTEMBER 11TH MEMORIAL GARDEN COMMITTEE

September 11, 2024 marked the 23rd anniversary of the terrorist attacks that took the lives of three Sudbury residents who are honored at the Town's September 11th Memorial Garden: Geoffrey Cloud, Cora Hidalgo Holland, and Peter Morgan Goodrich. In commemoration, the September 11th Memorial Garden Oversight Committee organized a public ceremony, during which a Color Guard raised the flag, First Parish of Sudbury tolled the bells, and family and friends of those lost placed a wreath and flower baskets around the Memorial Garden center stone.

The Committee wishes to thank Police Chief Scott Nix, Fire Chief John Whalen, and the members of the Sudbury Police and Fire Departments who participated in the Color Guard, along with First Parish of Sudbury for its involvement in the ceremony. The Committee also gratefully acknowledges everyone who attended the morning gathering or who visited



the Garden during the day, as their presence underscored the Garden's significance to the Town of Sudbury.

Throughout the growing season, Committee members regularly watered the Garden, pruned vegetation, weeded and mulched beds, planted annuals, and replaced perennials as needed, including around the adjacent flagpole. The Committee also arranged for cobblestones in the entrance walkway to be leveled and for the Massachusetts Master Gardeners to provide hands-on and much-appreciated assistance early in the spring and at various times during the summer.

The Committee was proud to be of service in 2024 and looks forward to the ongoing responsibility of caring for and maintaining the September 11th Memorial Garden in Heritage Park as a place of peace and solace for all who visit.

Respectfully submitted,

SEPTEMBER 11TH MEMORIAL GARDEN OVERSIGHT COMMITTEE

*Beth V. Farrell
Rachel W. Goodrich
Heather Halsey
Connie Marotta
Kathy E. Newman
Kirsten Roopenian
Kathleen Precourt*

SUDSBURY TOWN HISTORIAN

As the Town Historian, I was appointed to the Sudbury 250 Committee to plan for the upcoming commemorations of the 250th anniversary of April 19, 1775, and July 4, 1776. This work has been gratifying, and I look forward to celebrating with the town over the next 18 months. Please refer to our 2024 Annual Report.

The other major effort this year was to understand the extent of the CPA-funded conserved documents and to locate the scanned images associated with them. This story begins with the Sudbury Archives, which has indexed transcriptions of documents from before 1850. Included in the archive is a letter from 1828, sent by the Town of Danvers to the Overseers of the Poor in Sudbury. It was asking Sudbury to reimburse Danvers for supporting a widow and her children and included some key genealogical information. The requisition needed a copy of the original document, identified as Miscellaneous Records, Unbound, record #129. When the Sudbury Archives were started in 1992, the idea of high-resolution digital scanning was still in development; therefore, the original document was not available.

Finding the original record seemed like a simple request. It was not, but for a very good reason. Rosemary Harvell and the Town Clerk's Office proposed and received Community Preservation (CPC) funding to preserve the Town Records in the years 2008, 2009, 2010, 2011, and 2012. Through this initiative, 84 books and folders were conserved and digitized. They were also reorganized. Notably, there were three different books with Miscellaneous in the title. I was able to locate the digital versions with the help of Mark Thompson and the Town's IT department. However, there was no letter from Danvers in

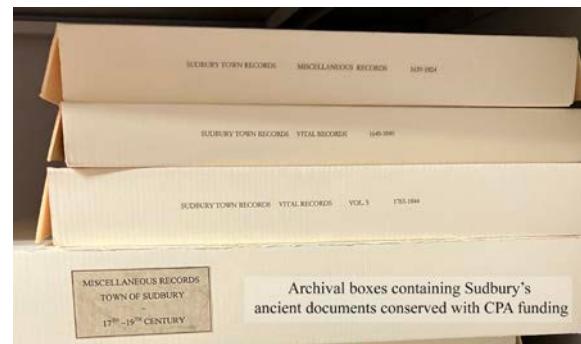
any of those books. Several trips to the vault later, I finally located the letter in a collection labelled Un-named Grey Box, Poor, 1. My goal for 2025 is to work on getting the digital versions of the documents uploaded to the Sudbury Archives. There is still much sleuthing and packaging to prepare the digitized records.

I also assisted in locating the digital image of the Town Meeting of June 10, 1776, for the Wayside Inn. That is when Town Meeting voted that if the Continental Congress declared independence from the Kingdom of Great Britain, the inhabitants of Sudbury would support them with their lives and fortunes.

In April, I met with a consultant for the Hosmer House Collection Study to identify the source of an early map showing the Hosmer House. All I could say was that parts of the map resembled the maps of Middlesex County Commissioners.

The conversation regarding the 1930 tercentenary markers continued. In June, the Select Board discussed removing the signs and referred the matter to the Historical Commission. There was promising discussion of moving the signs to the site of the Haynes Garrison or to Grinnell Park, where they could be given proper context and an indigenous perspective.

Respectfully submitted,
Jan Hardenbergh, Town Historian



PLANNING & COMMUNITY DEVELOPMENT

RAIL TRAILS ADVISORY COMMITTEE

The Rail Trails Advisory Committee was established to advise the Select Board and the Town Manager in advancing the design, development, construction, and long-term maintenance of the two rail trails in Sudbury: the north-south Bruce Freeman Rail Trail (BFRT) and the east-west Mass Central Rail Trail (MCRT). The Committee has been tasked to objectively and critically consider the interests of trail users, residents, abutters, businesses, sensitive environmental areas, historic resources, and input from Town staff and relevant Town boards, committees, and commissions to facilitate an enjoyable experience that increases the overall quality of life in town.

Members are appointed by the Select Board and three other Town boards/commissions (Planning Board, Park and Recreation Commission, and Conservation Commission). There were 13 regular meetings in 2024. This past year Frank Vitale and Richard C. Williamson tendered their resignations from the RTAC. The Committee wishes to extend its gratitude for their service to the community and commitment to progressing these trails.

Over the past year, the Rail Trails Advisory Committee has:

- Continued to trouble-shoot potential issues or concerns that could affect timely completion of the BFRT Phase 2D in Sudbury. The Committee also discussed issues raised by the public (e.g., trail user
- etiquette, vandalism, trespass, communication, traffic, etc.).
- Conducted a survey of nearby towns with rail trails to determine the type and degree of maintenance provided by Town staff once the trails had been completed.
- Worked with Engineering Design consultant Fuss & O'Neill to consider features and amenities along the BFRT Phase 3 that would enhance the trail user experience.
- Conducted public outreach in April and May to Sudbury and Framingham residents to introduce the preliminary 25% design of the BFRT Phase 3 extension south to the Framingham city line and provide input on the proposed Boston Post Road/Route 20 trail crossing and additional amenities for consideration. The 25% Design packet was submitted to MassDOT in June.
- Supported the Planning Department's applications to the Community Preservation Committee for funds to complete the design of BFRT Phase 3 and funding to study and design improvements to the Parkinson Field driveway access, which were approved by Annual Town Meeting.
- Supported the Planning Department's application for a MassTrails grant to supplement local funds to complete the design of the BFRT Phase 3. A grant in the amount of \$250,000 was awarded in June.
- Prepared letters of support to the Boston Region Metropolitan Planning Organization for inclusion of construction funding in the FFY2025-2029 Transportation Improvement

Program, which added 50% of the funding needed for BFRT Phase 3 to FFY2029 in the amount of \$4.263 million.

Additionally, some Committee members have:

- Attended other Board and Committee meetings when the project was discussed.
- Participated in community events to share updates about the BFRT Phase 2D construction and Phase 3 design concepts.
- Worked with local railroad enthusiasts, Historical Commission members, Town staff, and a graphic design consultant to develop the content for the historic interpretive panels, which will be installed at various locations along BFRT Phase 2D.
- Reached out to the Massachusetts Department of Conservation & Recreation to coordinate inclusion of additional benches along the Mass Central Rail Trail and voice support for efforts to pave the trail in the spring 2025.

The Committee will continue to collect input on BFRT Phase 3 and the MCRT, advise on advancing the project to a timely completion, and report to the Select Board as requested. Information associated with the Rail Trails Advisory Committee is posted on the webpage, <https://sudbury.ma.us/bfrt/>. In 2025, the

Committee plans to:

- Collaborate with MassDOT and Engineering Design consultant Fuss and O'Neill to conduct the 25% Design Public Hearing for BFRT Phase 3 in the spring 2025, and continue to work toward 75-100% design
- Provide opportunities for community members and groups, local businesses and

Town committees to participate in discussions about design, amenities, concerns, and opportunities related to trail usage.

- Recommend a process for accepting memorial plaques, benches and other items along the trail.
- Provide input on directional, informational, and wayfinding signage.
- Continue to discuss additional amenities that may be desired once construction is complete, such as additional parking, fencing, signage, restrooms, artwork, and plantings.
- Encourage trail use by all members of the community through creation and enhancement of connections to schools, commercial areas, and neighborhoods.
- Continue to provide the Select Board, Town Manager, and others with recommendations as requested.
- Participate in regional rail trail-related activities to inform decisions in Sudbury and maintain awareness of opportunities that might benefit these trails.

Finally, the Committee would like acknowledge and thank Planning & Development Assistant Marcia Rasmussen for her professionalism and commitment in supporting these projects.

Respectfully submitted,

RAIL TRAILS ADVISORY COMMITTEE

John C. Drobinski, Chair

Glenn Pransky, Vice-chair

Laurie Eliason

Kenneth Holtz

Lana B. Szwarc

John Sugrue

COMMUNITY PRESERVATION COMMITTEE

Sudbury Town Meeting accepted the Community Preservation Act (CPA or Act, MGL Chapter 44B) in 2002. Sudbury had the foresight to adopt the plan at the highest level and assessed a 3% surcharge to our real estate taxes. Since then, Sudbury has therefore received the highest possible allocation of state matching funds to combine with local taxes to appropriate for the allowable purposes. Under the Act, funds may be used for the acquisition, creation, and preservation of open space; acquisition, preservation, rehabilitation, and restoration of historic resources; acquisition, creation, preservation, rehabilitation, and restoration of land for recreational use; acquisition, creation, preservation, and support of community housing; and the rehabilitation or restoration of open space and community housing that is acquired or created through the CPA. The Community Preservation Committee (CPC) includes nine standing members, with representatives from the Town's Conservation Commission, Finance Committee, Historical Commission, Housing Authority, Park and Recreation Commission, Planning Board, Select Board, and two at-large citizen members appointed by the Select Board. The CPC is supported by the staff of the Planning and Community Development Department.

The CPA funds raised in FY23 through the local tax surcharge equaled \$2,553,631. The Town also received a revenue match from the State CPA trust fund totaling \$558,308 and interest earnings of \$163,672, bringing total FY24 revenues to \$3,275,611. From FY03 through FY24, Sudbury has received \$15,469,202 from the State in matching funds. The local surcharge raised has been \$34,405,512. Approximately \$2,113,079 has been earned in interest and an increase in market value on these funds. Sudbury Town Meeting has approved the use of these funds to conserve 574 acres of open space

including the acquisition of fee ownership or restriction interests in six farms and the Nobscot Mountain. As required, Town Meeting has approved or reserved for future projects the mandatory 10% of estimated annual revenue each year for community housing, open space and recreation, and historic preservation. The CPC is mindful of its obligation to the taxpayers when considering and recommending projects to Town Meeting for approval. The Committee uses as its annual budget guide for expenditures, the estimated annual revenue minus fixed expenses. The CPA strives to stay within that limit each year. When there is a large or compelling project, reserved funds may be used.

At the May 2024 Annual Town Meeting, CPA projects for FY25 were approved in the areas of:

- Historic Resources
 - Reconstruction of the bridge in the historic Wayside Inn campus,
- Open Space and Recreation Opportunities
 - Design of the Bruce Freeman Rail Trail south of the Mass Central Rail Trail,
 - Further work on the remediation of the water chestnuts in the Hop Brook waterway,
 - Design of a driveway and parking lot improvement at Parkinson Field, and
 - The installation and equipping of the artesian well at the Lincoln Meadows community garden.
- Affordable housing
 - Sudbury Housing Trust's acquisition, creation, preservation, and support of affordable ownership housing, and
 - The Regional Housing Services Office yearly membership fee.

The total of all new projects approved at the 2024 Town Meeting was \$1,609,221. In addition,

debt service expenses of \$750,193 for prior land acquisition projects and \$114,500 for administrative and operational needs of the CPC for FY25 were appropriated, bringing the total anticipated expenditures for FY25 to \$2,473,914.

Since the inception of the CPA in Sudbury, Town Meeting has approved approximately 135 projects as of May 2024. Some projects are completed within a year and others are ongoing. To maintain oversight of these projects, the CPC requires that proponents submit an Annual Report of the status of the project stating whether the project is completed and, if so, whether there are remaining funds. Any remaining funds are returned for future use under the CPA by vote of Town Meeting, as has happened in 2010, 2014, 2018, 2020, 2022, 2023 and 2024. Any excess administrative funds not spent in the current fiscal year remain in the Community Preservation General Fund.

At the end of FY24, the CPA fund had a cash balance of \$6,282,046. Of that amount, \$4,313,171 is reserved for projects appropriated through FY24, and \$2,473,914 is reserved for projects, debt and expenses approved at 2024 Annual Town Meeting as stated above.

Many CPA funded projects are underway. Look for our signs noting "Sudbury Community Preservation Funds at Work!"

Respectfully submitted,

COMMUNITY PRESERVATION COMMITTEE

Sherrill Cline, Chair

Kirsten Roopenian, Vice-chair

Jan Costa

David Henkels

Justin Finnicum

Granger Atkeson

Sam Markuse

Dan Carty

Andrew Bettinelli

CONSERVATION COMMISSION

The Conservation Commission plays a vital role in preserving Sudbury's natural resources. It is tasked with the care, maintenance, and sustainable management of the town's conservation lands in accordance with the Conservation Commission Act. Additionally, the Commission is responsible for protecting Sudbury's wetlands, streams, and related ecosystems, ensuring their ecological integrity. This is achieved by implementing the provisions of the Massachusetts Wetlands Protection Act, a state law designed to prevent environmental degradation, and the Sudbury Wetlands Administration Bylaw, which provides further local safeguards. Through these efforts, the Commission works to conserve biodiversity, protect water quality, and maintain the natural character of Sudbury for current and future generations.

Conservation Commission Members and Staff

The Conservation Commission is comprised of seven dedicated residents of Sudbury who are appointed by the Town Manager to serve staggered three-year terms. These members volunteer their time and expertise to protect and manage the town's natural resources. The current Commission includes David Henkels as Chair, Kenneth Holtz as Vice Chair, Jeremy Cook, Luke Faust, Bruce Porter, Kathleen Rogers, and Mark Sevier.

This year, the Commission welcomed Harry Hoffman as an Associate Member. Associate Members are non-voting participants who play a valuable role in supporting the Commission's mission, offering input on critical decisions, and assisting with various projects aimed at preserving Sudbury's wetlands, conservation lands, and natural habitats. Together, the Commission collaborates to uphold the town's conservation goals and foster environmental stewardship for the benefit of the entire

community. The Commission is served by three full-time staff positions.

Lori Capone continues to serve as the Town's Conservation Coordinator, bringing expertise and dedication to her multifaceted role. She manages the day-to-day operations of the Conservation Department, ensuring its smooth performance. Lori is responsible for the professional review of applications for projects proposed near wetlands, offering technical guidance to applicants, and ensuring adherence to environmental regulations. She drafts comprehensive decisions and actively monitors construction activities to confirm compliance with both the Massachusetts Wetlands Protection Act and the Sudbury Wetlands Administration Bylaw, protecting the town's sensitive ecological areas. This year Lori Capone was honored with the Sudbury Valley Trustees (SVT) Distinguished Public Service Award in recognition of her outstanding dedication to environmental stewardship and her contributions to conserving Sudbury's natural resources. This valued award highlights Lori's unwavering commitment to protecting wetlands, managing conservation lands, and fostering a sustainable future for the community.

The Department benefits greatly from the expertise of Conservation Assistant Robert Bosso, who efficiently manages wetlands permitting and database management, oversees the digitalization of office records, and leads land management initiatives. This year, Rob played a pivotal role in enhancing community engagement by developing new narratives and trail guides for four of Sudbury's trail networks: Tippling Rock, Nobscot, Davis Farm, and Lincoln Meadows. His efforts have significantly improved the accessibility and enjoyment of these natural spaces for visitors while supporting the Department's conservation goals.

Hired in August of 2023, Joseph Miller, Sudbury's first Land Manager, has eagerly assumed the task of managing Sudbury's 1,200 acres of Town Conservation Lands and 620 acres of Conservation Restricted properties. Among Joe's notable accomplishment of 2024 was the establishment of a new trail system at Broadacre Farm on Morse Road. This land, acquired in 2019, has long been envisioned as a destination for residents to enjoy. Thanks to his efforts, residents can now take leisurely walks through the picturesque meadows, once used as horse pastures.

The office also engaged the services of eight Tax Work-Off residents to provide valuable support in various tasks, including office operations, scanning and cataloging historic files, as well as fieldwork to enhance the trails, including the construction of bridges and kiosks. With their assistance, we were able to digitalize 383 files and begin an audit of our wetland database. The Commission greatly appreciates the work of these individuals: Dan Clawson, Kevin Deware, Keith Dezen, Melissa Emerson, Martin Hensel, Edward Lubar, Bob Lamkin, and William Veronelli.

Wetland Protection Administration

In their role as administrators of the Wetlands Protection Act and Sudbury Wetlands Administration Bylaw, the Conservation Commission conducted 180 hearings over 24 meetings to review proposed projects located within 100 feet of wetlands or within 200 feet of streams. These reviews resulted in the issuance of 24 Orders of Conditions and 37 Determinations of Applicability. The Commission issued 27 Certificates of Compliance, closing out projects constructed in compliance with their respective Orders of Condition. Additionally, four enforcement actions were issued for work carried out within jurisdiction without prior approval from the Conservation Commission.

Throughout the year, the Commission collected \$9,212 in Bylaw fees and \$4,310 in State fees.

Persons contemplating any work within or near wetlands should seek information about wetland regulations at the Commission's Department website:

<https://sudbury.ma.us/conservationcommission/wetland-permitting/>.

Major Wetland Permitting Projects Undertaken in 2024

RAIL TRAILS

After two long years, we finally see the trail through the trees. 2025 will see the official opening of the Bruce Freeman and Mass Central Rail Trails.

Considerable staff time was dedicated to overseeing these projects to ensure compliance with project requirements. In 2024, the land was restored to its final grade, invasive species were removed from more than nine acres, beatification plantings were installed along the corridor, and wildlife features were reintegrated into the landscape. Soon, interpretive historic signage, kiosks, and other trail amenities will be installed. However, the work will not stop with the official opening of these trails, anticipated in the summer of 2025. The next phase of both rails trails is already in the design phase. Both of these trails will continue their journeys to the Sudbury borders, with the Bruce Freeman Rail Trail continuing from its intersection with the Mass Central at Union Avenue to the Framingham town line, and the Mass Central Rail Trail extending from the Eversource Substation to the Wayland town line.

WATER CHESTNUT REMOVAL IN THE HOP BROOK AND SUDBURY RIVER

Water chestnut management in Sudbury continues to be highly successful in the Hop Brook Mill Ponds and the Sudbury River, with

both projects using the same vendor who has achieved great results at all sites. This year, however, the combination of heavy rainfall and runoff, followed by a severe drought, led to a significant algae bloom across all ponds. To address the water chestnut issue, two herbicide treatments with Clearcast were conducted in Hop Brook ponds - one in early July and another in early August. By the end of the treatment cycle, Carding Mill Pond saw a 95% reduction in the water chestnut population, with only trace plants remaining near the shoreline. Grist Mill Pond, which was the most heavily impacted, also showed excellent control, with only a few plants visible in September, mainly along the shoreline. Stearns Mill Pond experienced similar success, with only a small number of individual plants documented post-treatment. We plan to continue using Clearcast treatments next year and will begin supplemental hand pulling now that plant density has been significantly reduced.

In the Sudbury River, the first two treatments were remarkably effective, achieving such substantial control of the water chestnut population that a planned third treatment was not needed. Despite this success, continued management will be crucial in the coming years to address the persistent seed bank, as water chestnut seeds can remain viable in sediment for up to 12 years. Without ongoing treatments, these seeds could germinate, leading to a resurgence of the invasive species.

In addition to water chestnut, the Sudbury River is also home to other invasive aquatic species that pose significant challenges to the health of the ecosystem. Among these, Eurasian milfoil is a predominant concern. This invasive plant forms dense mats that can disrupt water flow, hinder recreational activities, and outcompete native vegetation, ultimately reducing biodiversity. Addressing Eurasian milfoil and other invasive species will require future management efforts.

Land Management and Stewardship

This year brought an ambitious and diverse slate of improvement projects to our conservation lands. With the establishment of the Land Manager position, we achieved a new standard of trail maintenance, surpassing previous efforts. Special emphasis was placed on combating invasive species, fostering biodiversity, monitoring Conservation Restrictions, and ensuring trails remain accessible and well-maintained for all to enjoy.



Broadacres Farm

BROADACRES FARM REVITALIZATION

The most significant transformation to a single Conservation area this year occurred at Broadacres Farm along Morse Road, with the addition of new trails and a host of improvements. With the help of dedicated volunteers, a substantial volume of brush was cut and removed, including the ubiquitous invasive bittersweet that had overtaken the area, unveiling the historic pasture fences that had long been obscured. New trails were carefully scouted and crafted, weaving through the meadows and woodlands, and to complement these changes, a new trail map has been added to the existing collection, enhancing the visitor experience. In an innovative step, the Department introduced its first solarization initiative at Broadacres to effectively manage bittersweet in the northern part of the property.

Staff and volunteers have continued to improve the fences, systematically repairing and replacing the beams. Looking ahead, 2025 promises continued improvements to many aspects of the property, making this a beautiful destination near the midpoint of the soon-to-open Bruce Freeman Rail Trail. Building on the success of the pollinator meadow at the Davis Farm Conservation Land, the Department will introduce its own home-grown native plant seedlings in an effort to augment and diversify the existing plant population of Broadacres. Additionally, the restoration of historic farm equipment will recreate a scene from Sudbury's agrarian past, blending nature, history, and sustainability into a cohesive and immersive experience.

POLLINATOR MEADOW INITIATIVE

In a proactive effort to enhance biodiversity and support pollinator populations, the Conservation Department has launched an exciting new initiative to create pollinator habitats across our conservation lands. This innovative project not only aims to beautify our natural spaces but also serves as a crucial step towards preserving local ecosystems, and joins efforts across the Commonwealth and the country to protect a



Cold Frames at Cardina Mill

multitude of pollinator species against increasing threats.



Land Manager, Joe Miller Sowing Native Seeds with volunteer, Martin Hensel

The project began in a resourceful way, as staff and volunteers dismantled an unauthorized treehouse that had been constructed on conservation land. This endeavor not only restored the integrity of the protected area while yielding valuable materials we were able to recycle into this project. The recovered wood, combined with plexiglass shielding previously used during the Covid-19 pandemic, was repurposed by a skilled volunteer, who constructed three cold frame boxes at very little cost. These structures now serve as small-scale greenhouses, allowing us to extend the growing season and protect the seedlings against frost. Thanks to a generous contribution of seeds from Sudbury Valley Trustees, we were also able to acquire the most critical component of the project at no cost. These seeds were sown into recycled household materials such as milk jugs, egg cartons, and other plastic containers, adding to our commitment to sustainability and further reducing the costs of this project.

Our ultimate goal is to establish multiple pollinator gardens across various conservation properties, including Carding Mill and Lincoln Meadows, as well as expanding the existing pollinator garden established by an Eagle Scout

project at Davis Farm. Furthermore, as the Conservation Department intensifies its efforts to treat and remove invasive species, the availability of a stock of native plants becomes invaluable. By promptly replacing invasives with native species, we greatly reduce the risk of invasive species resurgence, ensuring the long-term health and resilience of our ecosystems.

INVASIVE SPECIES

The Commission continued to expand its public education efforts on invasive species management, including installing new signs at trailheads and updating information on our website. Our garlic mustard collection program also grew, with residents contributing more bags than in previous years. Multiple patches of invasives were managed by staff and volunteers as well, including manual removal of buckthorn from Hop Brook and Barton Farms conservation lands, bittersweet, autumn olive, and multiflora rose from Broadacres Farm, as well as targeted herbicide treatment on mugwort in the Davis Farm pollinator meadow as well as Japanese Knotweed stands in Haynes Meadow and Landham Brook. These efforts were made possible by the Land Manager, who obtained his



Japanese Hops

Herbicide Applicator License to effectively and selectively address specific invasive species.

Perhaps the most critical invasive species effort by the Department this year involves Japanese Hops - a species previously unrecorded in town. Thanks to a vigilant resident, the Department was alerted to its emergence in significant numbers along the Bruce Freeman Rail Trail (BFRT). Japanese hops, an aggressive climbing vine, can grow 20-30 feet in a single season, rapidly smothering surrounding vegetation.

The concerning news was its abundance throughout the BFRT corridor. It was only just emerging along the Mass Central Rail Trail (MCRT) corridor also. However, the fortunate timing was that the plants had not yet flowered or set seed, giving us a narrow one-month window to act. MassDOT was notified and implemented an action plan. This plan, centered on targeted herbicide application, was deemed the only viable solution within the urgent timeframe. MassDOT immediately implemented the plan, which proved highly effective. The MCRT corridor focused their efforts on daily sweeps and hand pulling of any emerging plants. The Conservation Department conducted thorough monitoring to ensure comprehensive treatment across the corridors, successfully mitigating the threat.

The Commission is always highly encouraging of residents to help improve Sudbury's flora and fauna through the removal of invasive plants. Much of this is achieved through wetland permitting. To assist with this initiative, the Department developed a web page on the Commission's website with information of the management of many of Sudbury's least wanted species. You can access this information at: <https://sudbury.ma.us/conservation/invasive-plants-and-insects-of-sudbury>.

CONSERVATION RESTRICTION MONITORING

In 2024 the Conservation Department continued its work to monitor the many Conservation Restrictions (CRs) across town, visiting 66 properties. This initiative, required by law, ensures that private lands that were required to be permanently conserved, are being properly managed to preserve their environmental integrity. This also allows us to meet regularly with landowners to educate them on the significant habitat that they are responsible for protecting. This has been beneficial not only for the Conservation Commission, but for the residents that hold these restrictions to better understand their role and responsibilities and to foster interest in additional land being conserved. Working alongside residents, the Commission has been able to restore the integrity of many CR's this year.

AGRICULTURAL ACTIVITIES

The Commission continues to support Sudbury's agricultural heritage by overseeing Agricultural Licenses for local farmers on 77 acres of conservation land and managing the community garden at Lincoln Meadows. This year, more than 40 gardeners cultivated the 70 plots available at the Lincoln Meadows Community Garden, each offering a 30-by-30-foot space for growing annual and perennial crops.

Efforts to enhance the community garden included removing invasive species, collaborating with a local farmer to till the soil and improve the soil structure, and working with members of the Deer Management Program to build and install bat boxes to assist with mosquito management. To further support the garden and advance conservation initiatives, we were granted Community Preservation Act funds to install an irrigation well. This well would not only benefit the community garden but also aid in establishing a native plant nursery for use in conservation restoration projects.

BOBOLINK AT DAVIS FIELD

After numerous years of relying on a farmer to mow Davis Field, we are happy to report that the Town worked collaboratively this year between the Recreation Department, Conservation Department, and the Department of Public Works, to maintain Davis Field for the benefit of the Bobolink population.



Davis Field

The bobolink is an important migratory ground nesting bird that navigates thousands of miles from their wintering areas in South America to their breeding ground in Davis Field. As a grassland dependent species, they require open fields and meadows, a declining habitat in Massachusetts due to land development, agriculture, and habitat degradation from invasive species, to breed the next generation. Management of Davis Field was in conflict with the successful fledging of the young from the ground nests, before the farmer needed to harvest its first hay crop of the season.

Their declining population serves as a warning sign for the broader health of grassland ecosystems. Conservation efforts to protect the bobolink not only benefit the species itself but also the many other plants and animals that depend on healthy grassland environments. The bobolink's distinctive melodic song and elaborate courtship displays will add to the enjoyment of visitors to Davis Field.

TRAIL MAPS

Building off the creation of new trail maps in 2023, the Department started developing trail guides for the conservation lands. These guides provide visitors with comprehensive maps, trail descriptions, and educational information about the local flora and fauna. Designed with accessibility in mind, the guides are available both in print and digital form, and can be found at trailheads as well as on our website (https://sudbury.ma.us/conservation_lands/). The guides serve as excellent educational tools to explore the history and nature of the properties whilst exploring the trails, and aim to foster a deeper connection between the community and its green spaces. Plans are underway to extend this initiative to all remaining properties.

The Department also worked with Sudbury Valley Trustees to develop a self-guided driving and walking tour and website (<https://sudbury.ma.us/conservationcommission/sudburys-changing-land-a-driving-and-walking-tour/>) to cultivate a new appreciation for Sudbury's landscape. This Guide takes the reader through seven eras that have transformed land and land use in Sudbury. The website explains the unique land formations from the bottom of Glacial Lake Sudbury to the top of Tippling Rock. It features narratives that explain each transformative era and explores the sociopolitical shift that each era presented. It encourages the reader to think more critically about how we got where we are and where we are going.

DEER MANAGEMENT PROGRAM

In 2024, the Bow Hunting Program celebrated its 25th year. This program enlists responsible archers, carefully vetted by the Conservation Commission, to help manage the local deer population and improve the health of Sudbury's forests, particularly from overbrowsing. Remarkably, a single deer can eat about 4,200 seedlings, or approximately 7 pounds of fresh

vegetation daily. To ensure the program's effectiveness, the Commission held a public meeting to assess its impact and confirm its role in preserving the health of Sudbury's conservation lands. It was concluded that the program is essential for maintaining the long-term vitality of the town's natural areas. For more information, please visit our webpage for our Deer Management Program at <https://sudbury.ma.us/conservationcommission/deer-management-program/>.

This past fall, unseasonably warm weather, severe drought, along with it being a mast year for acorns presented challenges for the 18 archers participating in the program, who successfully harvested six deer (4 bucks and 2 does). In addition to their hunting efforts, these dedicated volunteers also contributed to fall trail maintenance and the removal of fallen trees.

CHRISTMAS BIRD COUNT

Commissioner Luke Faust participated in the Christmas Bird Count on December 29th, 2024, which included 18 other volunteers in Sudbury who sighted approximately 2,500 birds of 50 species in one day, primarily all on the Town's Conservation lands. Foggy conditions on the day of the count and frozen ponds contributed to a lower species count, particularly among raptors and waterfowl. Large flocks of Robins and Canada Geese helped boost the numbers. 331 Dark-eyed Juncos, 308 American Robins, 245 Black-capped Chickadees, 216 Canada Geese, and 136 Blue Jays were the most numerous species.

The Commission thanks all its residents and volunteers that assist us improve the environment in Sudbury.

Respectfully submitted,

David Henkels, Conservation Commission Chair

DESIGN REVIEW BOARD

The Design Review Board, a subcommittee of the Planning Board, in cooperation with various other Town boards and committees, the Building Inspector, and business owners advocates architectural, graphic, landscape, and environmental design quality in the public and commercial sectors of Sudbury.

This year the Design Review Board received and reviewed 39 sign applications. The Design Review Board also received and reviewed site plan, architecture, and landscape design applications, for the projects at 505-525 Boston Post Road Sudbury Plaza Exterior Building Changes, and the proposed Chase Bank. Our recommendations are directed to the Applicants, the Building Inspector, the Town Manager, the Historic Districts Commission, the Zoning Board of Appeals, the Planning Board, and the Select

Board. We appreciate the cooperation we have received from all participants.

The Design Review Board held all of their 15 meetings virtually in 2024 through the conferencing platform Zoom, a meeting format allowed by a special decree from the governor due to the COVID pandemic.

The members of the Board welcomed new member, Meg Fotakis. Meg joined the Design Review Board in May and later resigned in October.

Respectfully submitted,

DESIGN REVIEW BOARD

*Susan Vollaro, Chair
James Flavin
Katie McCue*

EARTH REMOVAL BOARD

The Earth Removal Board is appointed by the Select Board for a term of one (1) year. It is the Earth Removal Board's responsibility to hear petitions for the removal of soil, loam, sand, gravel, stone, or other earth materials from land in the town not in public use. It operates under Article V(A) of the Town of Sudbury General Bylaws.

The Earth Removal Board had one (1) meeting in 2024 regarding the following applications:

24-01 – 631

Medical Office LLC, Applicant and Owner, seeks an Earth Removal Permit under the provisions of

Article V(A) of the Town of Sudbury General Bylaws to remove approximately 2,390 cubic yards of top/sub-soil, natural parent material and any unsuitable materials encountered (boulders) at 631 Boston Post Road, Assessor's Map K06-0502. APPROVED.

EARTH REMOVAL BOARD

*Jonathan W. Patch, Chair
Bryan Gammons
Michael Hershberg
William Ray
Jeffrey Rose*

ENERGY AND SUSTAINABILITY COMMITTEE

Sudbury's Energy and Sustainability Committee was formed by the Board of Selectmen in 2009 to help develop and implement policies, programs and projects to promote energy savings, renewable energy generation and sustainability planning. The Committee works closely with Town and School personnel, as well as regional and state authorities, to pursue a variety of grants, identify energy and cost saving opportunities in buildings, review energy data, recommend best practices for energy procurement, provide energy efficiency consulting to Town committees, schools, and the regional high school, and implement sustainability and climate resilience initiatives. The Energy and Sustainability Committee had a productive 2024 with updates provided below.

Personnel

The Energy and Sustainability Committee welcomed one new Committee member this year: Mary K. Farris. Energy and Sustainability Committee member Kenneth Nathanson also resigned from the Committee this year.

Sudbury Community Electricity Aggregation

Sudbury's Community Electricity Aggregation (CEA) program was launched in 2017 and continues to offer Sudbury residents and businesses with the option of participating in a bulk aggregation electrical purchase.

Aggregation of electrical accounts and bulk electricity purchase has long been common for municipalities and larger business clients, and has become more widely available for residential customers and small businesses in recent years. By purchasing electricity in bulk and having flexibility with the procurement cycle, aggregators can offer a fixed long-term electricity supply rate generally with a lower cost than individuals can get through their local utility. Additionally, aggregators can offer access to electricity products that allow a community to

use the purchase of their electricity to support investment in and growth of future renewable energy projects.

Based upon input from the community, Sudbury residents and businesses are able to choose between three different electricity products. Those different products include:

1. Sudbury Basic – Cost of electricity is 14.95 ¢/kWh, meets the State required renewable energy minimums.
2. Sudbury Standard – Cost of electricity is 15.125 ¢/kWh, adds voluntary National Wind Renewable Energy Certificates (RECs) to total 100%.
3. Sudbury Plus – Cost of electricity is 16.455 ¢/kWh, adds voluntary Massachusetts Class I RECs to total 100%.

Since the launch of the CEA program in 2017, the average residential user has saved about \$2,200 on electricity bills due to the fixed, lower electricity rate offerings compared to Eversource Basic Service rates. In 2024, the Town was able to renew the CEA program with the electricity supplier Dynegy from December 2023 through November 2025. Participation in the Sudbury CEA program is optional. Residents and businesses may enroll in or opt out of the program at any point without penalty.

Green Communities Grants

In October 2024, the Town of Sudbury applied for a Green Communities Competitive Grant to purchase a Ford eF150 for use by the Conservation Department and a Ford Mustang Mach-E for use by the Health Department. The Town is still waiting to hear from the Massachusetts Department of Energy Resources on whether they were awarded the \$30,000 grant or not. If awarded, these electric vehicles will help the Town save 1,424 gallons of gasoline annually. In addition, the Town was also notified

and received recognition for reaching 20% energy reduction since becoming a Green Community.

Electric Vehicle Charging Stations

In November and December 2024, the Town installed four dual-port electric vehicle (EV) charging stations at the Fairbank Community Center. These EV charging stations will help provide the necessary infrastructure to support the transition away from gas-powered vehicles to electric. These EV charging stations utilize AUTEL Maxicharger hardware and RED-E software, and were paid for with incentives from the Massachusetts Electric Vehicle Incentive Program (MAEVIP), Eversource Make-Ready Incentive Program, and appropriation from the Sudbury Solar Revolving Fund managed by the Energy and Sustainability Committee. All of these EV charging stations are open for public use and are currently being offered free of charge. In Spring 2025, the Town will be installing four additional dual port EV charging stations at the Goodnow Library.

Solar Panels

The Energy and Sustainability Committee is committed to leading a transition towards renewable energy. As such, the Committee has financially supported the installation of solar panels on a number of facilities in Town. The Town began the installation of a solar ready roof and a solar array at the Department of Public Works (DPW) building. The roof and array installation will be completed in Winter 2025. In addition, the Town is also in the process of finalizing a PPA and design for a solar array on the Fairbank Community Center and Atkinson Pool roof.

No Mow May Campaign

In Spring 2023 and 2024, the Energy and Sustainability Committee encouraged residents, businesses, and other stakeholders to refrain from mowing during the month of May in order

to protect our local pollinators and reduce our greenhouse gas emissions. There were 100 households in Sudbury, and several in surrounding communities, who participated in the No Mow May campaign over the past two years. The Town plans to implement this campaign again next spring. In addition, the Committee is interested in implementing a Leave the Leaves campaign this upcoming Fall to further protect pollinator habitat and reduce greenhouse gas emissions.

Greenhouse Gas Emissions Inventory

Mandated by the 2022 Climate Emergency Declaration, the Town of Sudbury began developing a Community-Wide Greenhouse Gas (GHG) Emissions Inventory and a Consumption-Based Emissions Inventory in Fall 2023. The Town worked with Kim Lundgren Associates (KLA) and EcoData Lab to complete this project. The GHG emissions inventory was completed in June 2024 and found that greenhouse gas emissions attributable to activities by municipal operations, businesses, and residents in the community totaled 195,899 metric tons CO₂ equivalent (MTCO₂e). Buildings in the community account for the highest contributor of GHG emissions by sector with 102,092 MTCO₂e. When viewed by source, gasoline was identified as the largest single source of emissions with 55,589 MTCO₂e. The Energy and Sustainability Committee voted to fund this GHG emissions inventory.

Climate Risk Assessment

The Town of Sudbury published a Request for Proposals (RFP) for Consultant Services to Provide a Climate Vulnerability Risk Assessment in Fall 2024. After careful review and ranking of the received proposals, the Town awarded Weston & Sampson as the winning bidder for the Climate Vulnerability Risk Assessment. The Town will kick off the Climate Vulnerability Risk Assessment with Weston & Sampson in January 2025, and will collect data as well as host a

number of community engagement opportunities to support this effort over the next year. The Energy and Sustainability Committee voted to fund this Climate Vulnerability Risk Assessment and will participate on the Core Team.

The Energy and Sustainability Committee wishes to acknowledge and thank the town staff who have participated with the Committee.

The Energy and Sustainability Committee meets virtually each month by Zoom. The meetings are

posted on the Town website in advance and are open to the public. Visitors are always welcome.

Respectfully submitted,

ENERGY & SUSTAINABILITY COMMITTEE

Rami Alwan, Chair

James M. Cummings

Venk Gopal

Joseph F. Martino, Jr.

Olga Faktorovich Allen

Nate Garozzo

Elsa Iovanella

Mary K. Farris



LAND ACQUISITION REVIEW COMMITTEE

The Land Acquisition Review Committee was formed in 2009 with a mission to review property as it becomes available for disposition to the Town through outright offers or other means, including but not limited to the Town's exercise of right of first refusal on Chapter 61 lands. The Committee examines the appropriateness of a property for purchase or preservation by the Town using the criteria established in the Open Space and Recreation Plan and the Master Plan. Recommendations are submitted to the Select Board.

The LARC did not meet in 2024, as no properties were presented as opportunities for the Town.

Respectfully submitted,

LAND ACQUISITION REVIEW COMMITTEE

Matthew Barach

Stephen Garvin

Jan Hardenbergh

Kathleen Rogers

John Hincks

Christopher Morely

PERMANENT BUILDING COMMITTEE

2024 was another active year for the Permanent Building Committee (PBC), meeting virtually on thirteen occasions to discuss and act on the Town's on-going municipal construction projects. During the year the PBC managed the construction of the Fairbank Community Center and the Boston Post Road Fire Station No.2 Phase 1 Addition and Renovation. The PBC also assisted the Sudbury Combined Facilities Director during the Designer Selection Process for the Atkinson Pool Renovation Project, the DPW Building Roof Repair Project and the Fire Station Headquarters Outbuilding Project.

Fairbank Community Center

The Fairbank Community Center project included the construction of a new multi-use (Sudbury Public Schools (SPS), Park and Recreation Department and Council on Aging) facility wrapped around the existing Atkinson Pool, the demolition of the former Fairbank SPS Administration building and the former Senior Center and the construction of a multi-use (basketball and pickleball) outdoor court. Monitored by the project Owner's Project Manager (OPM), The Vertex Companies LLC (Vertex) and the project architect, Bargmann Hendrie + Archetype, Inc. (BH+A), General Contractor Colantonio, Inc. completed the construction of the facility with Substantial Completion and subsequent building occupancy being achieved on June 21, 2024. PBC Member Jennifer Pincus was the Town's Owner Representative for the project and, as such, managed and participated in weekly construction meetings and oversaw the numerous construction-related issues that were encountered during construction of the facility

Fire Station No. 2 Phase 1 Addition and Renovation, Boston Post Rd

The Fire Station No. 2 Phase 1 Addition and Renovation project, which included the construction of living quarters for a Fire Department Emergency Response Team as an addition to the existing Fire Station No. 2 apparatus garage was completed in 2024. Monitored by OPM Construction Monitoring Services, Inc., and Kaestle Boos Architects, General Contractor Construction Dynamics, Inc. completed the construction of the new fire station addition with Substantial Completion being achieved on January 12, 2024. PBC Co-Chair Craig Blake was the Town's Owner Representative for the project.

Respectfully submitted,

PERMANENT BUILDING COMMITTEE

Elaine L. Jones, Co-Chair
Craig E. Blake, Co-chair
Jennifer K. Pincus
Anuraj D. Shah
James F. Kelly
Kathleen Bell
John Mann

PLANNING BOARD

The Sudbury Planning Board exists under Section 81A of Chapter 41 of the Massachusetts General Laws. Its five full members are elected by the town and its duties are largely defined by state statute. In addition, other duties have been added from time to time by vote of Town Meeting, including long term planning studies, stormwater management reviews, traffic circulation plans, and bylaw codification.

At the Annual Town Meeting in May, the Planning Board presented a bylaw amendment to the Zoning Bylaws, Article IX. The Zoning Bylaw Amendment Warrant Article amended the text of Article IX (Water Resource Protection Overlay Districts) Section 4200. by inserting two new Sections 4243.n. and 4253.k.. The proposed amendment refined the provisions of the Water Resource Protection Overlay Districts Bylaw by providing a clearer permitting path for uses which are allowed as of right by Special Permit in the underlying zoning districts. This amendment allowed the permitting authority for the overlay district fully in the hands of the Planning Board which is equipped to handle the considerations needed to permit these uses in areas where there are sensitive water supplies and resources. This Warrant Article passed by the required two-thirds super majority vote.

Additionally, as the Master Plan Implementation Committee, the Planning Board monitored and supported the advancement of a number of Short-Term Action Items to completion in 2022. The Historical Commission oversaw the completion of the Historic Preservation Plan and

the Town becoming a Certified Local Government; the Town Manager's Office took steps to progress the comprehensive Facilities Assessment and Maintenance Plan; and the Planning and Community Development Department was able to acquire funding to bring on an economic development consultant. The Planning Board also had their first annual Master Plan implementation progress meeting with the Select Board and continue to work to advance additional Short Term Action Items in 2023.

2024 was a very active year for the Planning Board with 14 applications for Stormwater Management Permits, 3 Approval Not Required (ANR) Plans, 11 Site Plan Review applications, 2 Subdivision applications, 0 Water Resource Protection Overlay District Special Permit, and 3 Scenic Road Permits approved by the Board. Significant projects permitted in 2024 included Site Plan Approval for a Child Care facility at 631 Boston Post Road, Child Care Facility at 225 Boston Post Road, Sudbury Swim & Tennis Club at 60 Hemlock Road, and Chase Bank at 505-525 Boston Post Road. Several developments under construction or close to completion were continually monitored for compliance with all approvals, including the Goddard School at 423/437 Boston Post Road, Herb Chambers Mercedes at 141 Boston Post Road, Precourt and Sons at 44 & 46 Union Avenue, Celebree School at 631 Boston Post Road, Primrose School at 225 Boston Post Road, and the Cold Brook Crossing residential development at 435 & 437 Cold Brook Drive.

The following table sets forth new residential developments under construction or still within the authority of the Planning Board during 2024:

Development Name	Date Approved	Lots/Units Permitted	Lots/Units Developed
Fairbank Farm	1999	3	0
Whitehall Estates II	2001	3	1
Maillet Estates	2006	4	3
Northwoods	2015	19	19
Highcrest, Farmstead Lane	2017	57	57
Maiden Way, FKA 212 Pratt's Mill Road	2018	2	0
69-71 Brewster Road	2018	2	0
Landon Estates, FKA Greenscape Park	2019	3	0
Cold Brook Crossing	2020	274	124

The Planning Board collected the following fees during fiscal year 2024:

Financial Data	
July 1, 20223 – June 30, 2024	
Grouse Hill Resale Certificates	\$500.00
Approval Not Required (ANR) Applications	\$100.00
Stormwater Management Permits	\$3,604.00
Water Resource Protection Overlay District Special Permits	\$0.00
Site Plan Applications	\$3,325.00
Scenic Road Permits	\$200.00
Definitive Subdivision Applications	\$2,300.00
TOTAL	\$10,354.00

The Planning Board membership experienced great stability in 2024 with all seats continuing to be filled by existing or incumbent members. Stephen Garvin served as Chair throughout 2024 and Justin Finnicum served as Vice Chair. John Sugrue served as the Clerk.

Planning Board members continue to be active on various other Town committees dealing with land use and planning issues. Justin Finnicum was appointed as the Planning Board's representative to the Community Preservation Committee; Stephen Garvin was appointed as the Planning Board's representative to the Land

Acquisition Review Committee; and John Sugrue served as the Planning Board's representative to the Bruce Freeman Rail Trail Advisory Task Force. The Planning Board also appointed Director of Planning and Community Development Adam Burney to serve as Sudbury's representative for the Metropolitan Area Planning Council's subregional committee, the Minuteman Advisory Group on Interlocal Coordination, also known as MAGIC. The Planning Board is supported by the Planning and Community Development Department.

The Planning Board held all of their 21 meetings virtually in 2024 through the conferencing platform Zoom, a meeting format allowed by a special decree from the governor due to the COVID pandemic.

The current projects of the Planning Board follow the recommendations of the Master Plan in its attempt to balance the needs of the community. The Board continues to solicit citizen input regarding planning and development issues affecting the Town, and encourages public participation at meetings and regarding special projects.

Respectfully submitted,

PLANNING BOARD

*Stephen Garvin, Chair
Justin Finnicum, Vice-chair
John Sugrue, Clerk
Julie Zelermeyer Perlman
Anuraj Shah*

SUDBURY HOUSING TRUST

The Sudbury Housing Trust was formed by the April 2006 Town Meeting accepting MGL Chapter 44, Section 55C. The Housing Trust was formed to focus on affordable homeownership and preservation opportunities and to show performance against the minimum 10% Community Preservation Act (CPA) spending requirement on affordable housing under the statute.

The Housing Trust charter was developed with the Town's interests in mind. The charter allows a range of powers though requires Select Board approval for certain transactions. The Town Treasurer is the custodian of the funds. The purpose of the Housing Trust is to provide for the preservation and creation of affordable housing in the Town of Sudbury for the benefit of low and moderate-income households. The Housing Trust has taken a number of positive steps toward those goals and plans to build on these successes.

In the years since the Housing Trust was chartered in 2007, the Housing Trust has directly created 14 units of housing (8 units through Home Preservation, 2 Habitat for Humanity, 3 Maynard Road Homes, and 1 buy-down on Old County Road) and assisted in the creation of another 126 units (Coolidge Phase I and II, and Sudbury Housing Authority). The Trust is actively looking to create new housing opportunities, and has requested Community Preservation Act funds for that purpose.

The Housing Trust administers programs to assist residents in making housing more affordable. One such program is the Small Grant Program to help seniors and other moderate income homeowners fund health and safety repairs to their homes. These repairs include window replacements, accessibility modifications, and plumbing and heating

replacements. The Program accepts grant applications on a rolling process, and applications are reviewed and potentially funded on a first-come, first-served basis. From its inception, through December 31, 2024, the Program has awarded 85 grants for \$308,000, with 57% of the grantees being senior households. The Town contributed \$75,000 of ARPA funds for this program. The easy-to-submit application can be found on the Town's website.

The Housing Trust offers a Mortgage Assistance Program to income eligible households with loss of income generously funded by \$75,000 of State ARPA funds, with up to \$3,000 of benefit payable to the mortgage holder. The Program continues to accept new applications through FY25 and has funding for an additional 12 households. The Housing Trust also provided rental assistance through the Emergency Rental Assistance Program which came to a close in 2024.

Under the direction of the Housing Trust the Regional Housing Services Office (RHSO) performs lottery, resale, and monitoring agent services for Sudbury and other neighboring communities providing a revenue stream for the Housing Trust Small Grant Program, as well as providing local opportunities for eligible buyers with connections to Sudbury and others looking for affordable housing in the area.

The Trust completed a feasibility study of property in the Nobscot area with the Sudbury Housing Authority. The project proved to be infeasible due to the estimated costs and difficulty of site work with topographical challenges and the requirements for a wetlands crossing.

The Sudbury Housing Trust is an active participant with the Town's Housing Production Plan (HPP) currently in process. The HPP is near completion and pending adoption of the Select Board and Planning Board as required.

The FY24 fiscal year started with a carryover balance of \$297,940 and collected fee revenue and interest income of \$81,850. The expenses for the FY24 fiscal year were \$117,419 including feasibility, Home Preservation, Mortgage Assistance, the Small Grant Program, lottery advertising expenses, salaries and RHSO membership fee. The Housing Trust ended the Fiscal Year on June 30, 2024 with a balance of \$262,370.

The Housing Trust is currently organized with Carmine Gentile as Chair, John Ryan as Vice Chair, Janie Dretler as the Select Board representative, and at-large Trustees Kathleen "Kay" Bell, Jessica Cerullo Merrill, Kelley Cronin, Cynthia Howe, Ashely Rieser, and John Riordan. The Housing Trust is supported by the RHSO and the Planning and Community Development Department.

@@The Sudbury Housing Trust was formed by the April 2006 Town Meeting accepting MGL Chapter 44, Section 55C. The Housing Trust was formed specifically to focus on affordable homeownership and preservation opportunities and to show performance against the minimum 10% Community Preservation Act (CPA) spending requirement on affordable housing under the statute. While Sudbury had accumulated significant housing reserves in the early years of the CPA, no housing projects had come forward for several years and The Housing Trust was formed to address that issue.

The Housing Trust charter was developed with the Town's interests in mind. The charter allows a range of powers though requires Select Board

approval for certain transactions. The Town Treasurer is the custodian of the funds. The purpose of the Housing Trust is to provide for the preservation and creation of affordable housing in the Town of Sudbury for the benefit of low- and moderate-income households. The Housing Trust feels it has taken a number of positive steps toward those goals and hopes to build on those successes.

In the years since the Housing Trust was chartered in 2007, the Housing Trust has directly created 14 units of housing (8 units through Home Preservation, 2 Habitat for Humanity, 3 Maynard Road Homes, and 1 buy-down on Old County Road) and assisted in the creation of another 126 units (Coolidge Phase I and II, and Sudbury Housing Authority). The Trust is actively looking to create new housing opportunities.

The Housing Trust continues to sponsor the Small Grant Program to help seniors and other moderate-income homeowners fund health and safety repairs to their homes. These repairs include window replacements, accessibility modifications, and plumbing and heating replacements. The Program accepts grant applications on a rolling process, and applications are reviewed and potentially funded on a first-come, first-served basis. Through December 31, 2023, the Program has awarded 79 grants for almost \$300,000, with 58% of the grantees being senior households. The Town contributed \$75,000 of ARPA funds for this program. The easy-to-submit application can be found on the Town's website.

The Housing Trust offers a Mortgage Assistance Program to income eligible households generously funded by \$75,000 of State ARPA funds, with up to \$3,000 of benefit payable to the mortgage holder. The Program continues to accept new applications through FY24.

The Housing Trust performs lottery, resale, and monitoring agent services for Sudbury and other neighboring communities. This provides a revenue stream for the Housing Trust Small Grant Program, as well as providing local opportunities for eligible buyers with connections to Sudbury and others looking for affordable housing in the area.

In FY23, the Housing Trust continued with its Rental Assistance programs by providing rental assistance to income eligible tenants. A total of 195 households were assisted with \$430,000 towards their rent with the last payment in January 2024. The Town contributed \$200,000 of ARPA funds for this program

The FY23 fiscal year started with a carryover balance of \$305,025, collected fee revenue and interest income of \$53,745 and other income of \$77,518. The expenses for the FY23 fiscal year were \$117,459 including rental assistance, feasibility, Home Preservation expenses, the Small Grant Program, lottery advertising expenses, salaries, and administration. The

Housing Trust ended the Fiscal Year on June 30, 2023 with a balance of \$297,940.

The Housing Trust is currently organized with Carmine Gentile as Chair, Robert Hummel as Vice Chair, Janie Dretler as the Select Board representative, and at-large Trustees Jessica Cerullo Merrill, Kelley Cronin, Cynthia Howe, John Riordan, and John Ryan. The Housing Trust is supported by the Regional Housing Services Office (RHSO) and the Planning and Community Development Department.

Respectfully Submitted,

SUDSBURY HOUSING TRUST

*Carmine Gentile, Chair
John Ryan, Vice Chair
Kathleen "Kay" Bell
Jessica Cerullo Merrill
Kelley Cronin
Janie Dretler
Cynthia Howe
John Riordan
Ashley Rieser*

SUDBURY TRANSPORTATION COMMITTEE

The Sudbury Transportation Committee continued to work diligently in 2024 to serve the neediest Sudbury residents by continuing to offer the two Go Sudbury! program (Uber and Taxi) as well as introducing two new programs, the MetroWest Regional Transit Authority (MWRTA) CatchConnect service as well as a Boston Hospital Shuttle run in collaboration with the MWRTA and Town of Wayland. The Go Sudbury! Taxi Rides Program was started in 2020 with Metropolitan Area Planning Council (MAPC) grant money for those aged 50 or older, 18 years old+ with a disability that limits driving, active-duty military, or military veterans, those with a financial need, or essential workers requiring transportation for work. The Go Sudbury! Uber Rides Program was initially funded by a Community Compact Cabinet grant (*Making the Connections*) in 2021 for the same target groups. On July 1, 2024, the committee launched the GoSudbury Catch Connect Shuttle (curb-to-curb transportation in partnership with the MWRTA), funded via a Community Transit Program grant, and August 6 saw the launch of the MWRTA Boston Hospital Shuttle, funded by a FY24 Regional Transit Innovation grant from MassDOT (Department of Transportation). In calendar year 2024, 1,346 one-way taxi rides were provided, split between partners JFK Taxi in Natick, Tommy's Taxi in Framingham, and Annex Transit of Chelmsford MA, and up from 846 rides in 2023. 1,467 one-way Uber rides were provided, down from 1,530 in 2023. By year-end 313 people were enrolled in the taxi program and 295 in Uber, with 129 individuals signed up for both programs, resulting in 479 unique individual enrollees, as compared to 250, 219, 110, and 359 in 2023. Through year-end, 885 one-way rides were provided via MWRTA CatchConnect (July 1 – Dec 31), with approximately 30% of pickup or drop-off locations being at affordable housing locations (e.g. The Coolidge, Musketaquid Village), 25% being grocery or pharmacy in nature (e.g. Sudbury Plaza, Sudbury Crossing), and other popular sites being Goodnow Library and

Lincoln-Sudbury High School. There were 186 one-way rides via the Boston Hospital Shuttle (Aug 6 – Dec 31), with Wayland accounting for 170 rides and Sudbury 16.

Because our primary goal is “serving the neediest residents,” we monitor the demographics of those in the GoSudbury programs to ensure this goal is being met. Note that riders can qualify under more than one criterion:

- Adults 60+ years, 42%
- Limited financial means, 12%
- Limiting driving ability, 44%
- Military 2%
- 23% medical rides using Uber (all taxi rides are for medical appointments)

The Committee met 24 times in 2024, details of those meetings can be found here <https://sudbury.ma.us/transportation/meetings/>, and details of all services described can be found here <https://sudbury.ma.us/transportation/>.

The Committee began 2024 with an available funds balance of \$155,569.71, consisting of \$6,961.33 remaining from 2022 Annual Town Meeting article #14 funds, \$132,741.86 remaining from 2023 Annual Town Meeting article #14 funds, and \$15,866.22 remaining from the MassDevelopment Grant awarded in November of 2022. In January the committee welcomed new members Adam Burney (Town Planner) and Cheryl Wallace (Commission on Disability member), worked to submit a Transit Innovation Grant application for a proposed hospital shuttle with the MWRTA and the Town of Wayland as well as to get an extension to the previously awarded MassDevelopment grant, and submitted its 2023 annual town report. In February, the committee learned that the Select Board had approved \$17,000 in local ARPA funds to act as a community match for the upcoming MWRTA Catch Connect program, as well as \$31,250 of the awarded \$62,500 of state earmark funds, and began planning the

CatchConnect and Hospital Shuttle programs with MWRTA, which continued into March.

In April, the committee worked with the Town to extend contracts with taxi providers and discussions began regarding possible intermunicipal agreements and creation of a possible Transportation Management Association with Acton, Bolton, Stow, and Littleton. Planning for the MWRTA CatchConnect and Hospital shuttles continued in April, and in May the committee learned through State Representative Gentile that the state earmark grant had been extended through June of 2025 and would be paid to the town in a reimbursement fashion after the town paid for transportation services. Planning for a June 6 CatchConnect launch event ensued as well in May, and Dan Carty was voted to remain as committee Chair. June saw the CatchConnect launch event at the Fairbank Center, the Transportation Committee charge and members extended for a year by the Select Board, and the final grant report for the MassDevelopment was discussed and submitted.

In July, the CatchConnect service was launched, the Select Board extended the contract with Uber, outreach regarding the CatchConnect service was delivered to the Coolidge and other housing developments, and the state announced that all public transit, including CatchConnect and the planned hospital shuttle, would be free to riders through the entire fiscal year. Planning for the Hospital Shuttle continued, and in August that service was launched. Rider feedback for both the CatchConnect and Hospital Shuttle was discussed and shared with the MWRTA, the former "wildly exceeding expectations" per the MWRTA. The committee partnered with the Sustainability Coordinator on aspects of the Municipal Vulnerability preparedness program as well. In September, the Select Board rated transportation as one of its high priority goals for the year after a year off of their list, planning for the "Sudbury Doing Good" festival commenced, and Chair Carty participated in the Boston Region Connectivity Study on behalf of

the town. Communications regarding available services continued by ways of a press release from the town, and in an effort to shift riders to the CatchConnect and Hospital Shuttle ride caps were reduced to 6/month for taxi and 4/month for Uber.

Representatives from the MWRTA joined the committee in October to discuss program performance and applicable grant reporting and the committee planned for a rider survey to learn how the CatchConnect program was performing. The committee planned for a meeting with the Select Board which happened in November, during which it was conveyed that there would be no budgetary allotment for transportation initiatives in the coming year but that additional one-time ARPA funds may be available. Survey results were reviewed with the committee in November, where approximately 50 riders gave feedback on the CatchConnect and Hospital Shuttle services. An issue with the Uber program was identified and discussed whereas the committee voted to increase the in-town Uber co-pay from \$3 to \$5 per ride, and the committee and MWRTA representatives participated in the "Sudbury Doing Good" event at Curtis Middle School. Taxi ride caps were also further reduced to 4 rides per month per use. In December, the Select Board awarded \$135,000 of APRA funds to the committee for transportation services.

Financially the program ended the calendar year with \$201,326.73 of funds remaining, made up of \$135,000 of ARPA funds, \$31,250 of state earmark funds and \$32,892.55 of 2023 Annual Town Meeting funds. As of the end of 2024 the town has requested but not yet received the \$31,250 state earmark funds but has included them here as no issues in receiving them are expected.

The Transportation Committee, composed of both volunteers as well as Town staff, is proud to see our work on behalf of residents continue to show positive results.



Transportation Committee FY 24 - July 2023 - June 2024			
*Note this is for fiscal year, not calendar			
FUNDING SOURCES			
\$ 54,869.70	MassDevelopment Grant		
\$ 31,250.00	State Earmark		
\$ 48,900.88	2023 ATM Article 14		
\$ 135,019.88	TOTAL		
EXPENSES			
\$ 5,775.00	Town of Acton Dispatch FY24	July 2023 - June 2024	
\$ 61,549.90	Tommy's Taxi	July 2023 - June 2024	
\$ 27,561.00	JFK Taxi	July 2023 - June 2024	
\$ 4,069.11	Annex Transit	July 2023 - June 2024	
\$ 36,065.57	Uber	July 2023 - June 2024	
\$ 135,020.58	TOTAL		

Respectfully submitted,

SUDBURY TRANSPORTATION COMMITTEE

Daniel E. Carty, Chair

Adam Burney

Debra Galloway

Robert Lieberman

Alice Sapienza

Cheryl Wallace

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) is comprised of five regular members appointed by the Select Board for five-year terms. Associate members, appointed to one-year terms by the Select Board, serve in place of the regular members as necessary and also typically serve as full members of the Earth Removal Board. In 2024, regular members of the ZBA included John Riordan (Chair), Frank Riepe (Clerk), Michael Hershberg, Jennifer Pincus, and Nancy Rubenstein. Associate members were, William Ray, Jeffrey Rose, and Benjamin Stevenson. Jonathan Patch requested to serve as only a member to the Earth Removal Board.

The ZBA derives its authority and jurisdiction from Massachusetts General Law (MGL) Chapter 40A, as well as from Sudbury's local Zoning Bylaws. The ZBA acts as one of Sudbury's Special Permit Granting Authorities, with a broad range of responsibilities on issues regarding property development and land use. The ZBA also hears applications for Comprehensive Permits for proposed housing developments under MGL Chapter 40B. The ZBA additionally considers requests for relief from the Town's Zoning Bylaws when Applicants believe literal enforcement would cause hardship, and that granting such relief would not significantly impair public welfare or cause detriment to adjoining lots.

The ZBA strives to provide fair and impartial hearings, and to act upon applications in a manner consistent with its interpretation of the Town's Zoning Bylaws. In 2024, ZBA members heard many different perspectives and were challenged to consider diverse views on a broad range of zoning issues. The ZBA's hearings include testimony from residents and other interested parties representing a cross-section of the community. The applications reviewed by

the ZBA in 2024 continue to reflect the growth of the town.

As part of its decision-making process, the ZBA receives assistance from various Town employees and boards. As development issues become more complex, the sharing of information is critical, and the ZBA benefits greatly from such input. Of particular importance is the assistance received from the Town's Planning and Community Development Department, Building Inspector, and Design Review Board.

All ZBA meetings are conducted as open meetings to which the public is invited. All cases are a matter of public record and the documents pertaining to them are filed with the Town Clerk and the Planning and Community Development Department. The list that follows identifies matters considered by the Board in 2024. The denial of an application means that, except under special circumstances, an Applicant may not reapply for the same relief for a period of two years. A withdrawal without prejudice of an application enables an Applicant to reapply if desired. Variances or Special Permits are granted (or denied) subject to conditions, which in the ZBA's judgment, were necessary to safeguard the public good.

During the 2024 calendar year, the ZBA received the total sum of \$5,116.30. Of this, \$3,000.00 was from Applicants in the form of non-refundable application fees and \$2,066.30 was for escrow accounts (for legal advertisements).

Forty-two (35) new cases were filed during 2024. Action on new and pending cases in calendar year 2024 is summarized as follows:

- 35 Cases were considered
- 21 Special Permits

		<ul style="list-style-type: none">• 3 Special Permit Renewals• 8 Variances• 2 Accessory Dwelling Units• 1 Appeals• 7 Applications were withdrawn without prejudice• 1 Applications were continued to January 2025	Renew special Permit 23-19 for an extension on construction time frame. APPROVED
24-01	<i>Maura Carty, Sudbury Swim and Tennis, 60 Hemlock Road</i>	Special Permit to alter the shape and location of the existing pool in order to improve accessibility. APPROVED	24-09 <i>Herb Chambers-BMW, 68 Old County Road</i> Renew Special Permit 22-46 to enclose an approximately 1,150 square foot roofed area, replace cladding, and install new finishes. APPROVED
24-02	<i>Herb Chambers, 141 Boston Post Road</i>	Special Permit for signs. APPROVED	24-10 <i>Jeff Gray, 11 Allene Avenue</i> Special Permit to demolish and replace garage. WITHDRAWN
24-03	<i>Dollar Tree, 421 Boston Post Road</i>	Special Permit for signage. WITHDRAWN	24-11 <i>Target Painting-Yuri Souza, 708 Boston Post Road</i> Special Permit to replace signage. WITHDRAWN
24-04	<i>Maura Carty, Sudbury Swim and Tennis, 60 Hemlock Road</i>	Special Permit to increase family memberships from 210-300. APPROVED	24-12 <i>Soul of India, 103 Boston Post Road</i> Variance to have less parking spaces than required. WITHDRAWN
24-05	<i>TA Sudbury, LLC C/O Wilder Companies, 505-525 Boston Post Road</i>	Variance for an inadequate setback of 19' (35' is required). WITHDRAWN	24-13 <i>Diego Netto-EZ Help Development, LLC, 15 Evergreen Road</i> Special Permit to build an addition on a pre-existing non-conforming lot. APPROVED
24-06	<i>TA Sudbury, LLC C/O Wilder Companies, 505-525 Boston Post Road</i>	Variance for inadequate amount of parking spaces 409 (470 required). APPROVED	24-14 <i>Classic Signs, 505-525 Boston Post Road</i> Special Permit to replace Signage. APPROVED
24-07	<i>TA Sudbury, LLC C/O Wilder Companies, 505-525 Boston Post Road</i>	Special Permit for a proposed Drive up ATM. APPROVED	24-15 <i>Haley & Kevin Bush, 128 Plympton Road</i> Renew Special Permit 19-8 for a chicken coop. APPROVED
24-08	<i>Metrolube Realty, LLC, 86-92 Boston Post Road</i>		24-16 <i>Heather Hamel and Alex Aimetti, 19 Village Road</i> Variance to build an appx 16.5' x 47.5' canopy and a 8' x 23' addition. APPROVED
			24-17 <i>Ben Maiden, 57 Longfellow Drive</i>

Special Permit to demolish existing house and build appx 4400 sq ft house. APPROVED

23-18 *Francisca Goulart & João Bitencourt, 33 Douglas Drive*
Use Variance to park business vehicles. WITHDRAWN

24-19 *Don Byrne, 12 Trillium Way*
Special Permit to raise chickens. APPROVED

24-20 *Amanda Miner, 47 Lakewood Drive*
Special Permit to renovate and build an appx 26' x 30' addition. WITHDRAWN

24-21 *Michal Dobosz, 162 Fairbank Road*
Special Permit for a personal dog kennel. APPROVED

24-22 *Amanda Miner, 47 Lakewood Drive*
Variance to renovate and build an appx 26' x 30' addition. APPROVED

24-23 *Michelangelo Fragale, 5 Peakham Circle*
Variance cover front entry way to an existing entry within the setback. APPROVED

24-24 *Rising Sun Adult Day Healthcare, Inc., 490 Boston Post Road*
Special Permit to open adult day care. APPROVED

24-25 *Breno Souza-HB Home Improvement, 31 Spring Street*
Special Permit to connect a garage to house in a pre-existing non-conforming lot. APPROVED

24-26 *Dominic Mangano, 5 Easy Street*
Special Permit to Amend 23-42 to Finish attic and add mudroom to basement adding 800 feet. APPROVED

24-27 *Robert E. and Regina M. Hatcher, 15 Willis Lake Drive*
Special Permit to build a 493 Accessory dwelling unit. APPROVED

24-28 *TA Sudbury LLC, co Wilder Companies, 505-525 Boston Post Road*
Special Permit to replace signage. APPROVED

23-29 *Ava Vernooy, 17 Allene Avenue*
Appeal the Issuance of a building permit for 11 Allene Avenue. DENIED

24-30 *Karen & Joseph Alaire, 56 Oakwood Avenue*
Special Permit to build a 624 Accessory dwelling unit. APPROVED

24-31 *Mark Evangelous, 321-323-325 Boston Post Road*
Special Permit to install signage. APPROVAL

24-32 *Tim Butland, 50 Willis Lake Road*
Variance for second floor addition to encroach into the front and rear setbacks. APPROVED

24-33 *Sign Design, 100 Boston Post Road*
Special Permit to install signage. APPROVED

24-34 *Precise Auto Body, 38-40 Station Road*
Special Permit to continue business under new management. APPROVED

24-35 *Frederick Hanna, 331 Hudson Road*
Special Permit to build a 1,551 sq ft addition. PENDING

Respectfully Submitted,

ZONING BOARD OF APPEALS

John Riordan, Chair

Frank Riepe, Clerk

Jennifer Pincus

Nancy Rubenstein

Michael Hershberg, Associate

William Ray, Associate

Jeffrey Rose, Associate

Senior Center patrons take in the solar eclipse in April 2024



PUBLIC SAFETY

INSPECTOR OF BUILDINGS & ZONING ENFORCEMENT AGENT

The Building Department is responsible for issuing building, electrical, plumbing, gas, sign, and sheet metal permits. The department provides inspections for permitted work, and periodical certifications for compliance with the Massachusetts State Building Code. In 2021 there were 4370 combined trade inspections conducted. We accordingly handle complaints for safety issues, zoning, weights and measures, seek compliance and enforcement for non-compliance and maintain public files on properties in Sudbury.

As a public service department, we are here to meet with and assist the public with the following: Public information requests, questions and answers, permit applications, code and zoning interpretations, special permits, variances and building and zoning appeals.

We work in conjunction with such departments and committees as the Appeals Board, Assessors, Board of Health, Conservation, Design Review Board, Engineering, Fire, Historical Commission, Historic District Commission, Planning and Police.

The Building Department staff consists of:
Andrew Lewis, MCBO, Building Inspector, Zoning Enforcement Agent

Scott Barbato, CLI, Assistant Building Inspector

Charles Flynn, Electrical Inspector

Robert Dempsey, Plumbing/Gas Inspector

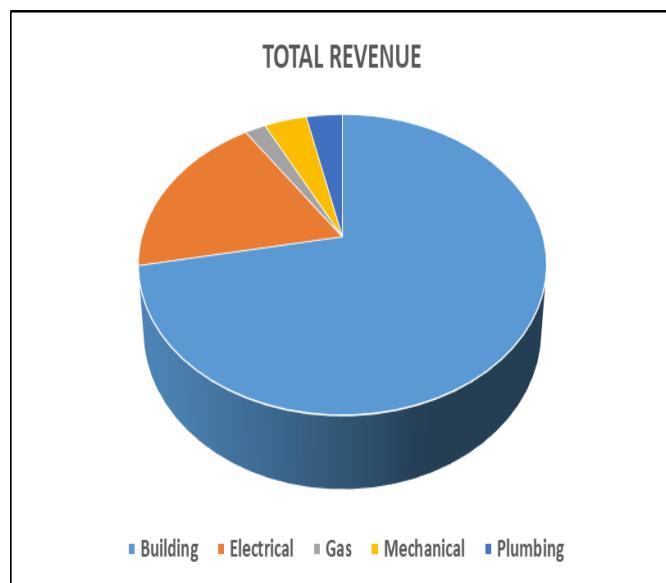
Krista Butler, Department Assistant

Vykki MacKenzie, Clerk

Respectfully submitted,
Andrew Lewis, Building inspector

Building Permits			
Type of Permit	Number of Permits	Fees Collected	Construction Cost
Express: Roofing, Siding, Windows	266	\$61,478.00	\$5,857,415.00
Remodel, Alteration, Repair	431	\$278,351.00	\$25,366,104.00
New: Primary Building	12	\$154,871.00	\$12,419,296.00
Demolition: Primary Building	6	\$900.00	\$471,384.00
Addition (incl. with Remodel)	61	\$143,862.00	\$14,032,125.00
Solar	73	\$26,917.00	\$2,744,077.00
Foundation Only	5	\$18,510.00	\$1,262,722.00
Other	4	\$560.00	\$51,000.00
Pool/Hot Tub	16	\$25,245.00	\$1,866,164.00
New: Accessory Building	5	\$4,820.00	\$1,049,945.00
Demolition: Accessory Building	3	\$240.00	\$20,200.00
Sign, Awning, Canopy	11	\$3,855.00	\$248,007.00
Deck, Porch	49	\$19,506.00	\$1,863,072.00
Express: Temporary Tent	13	\$1,190.00	\$70,647.00
Express: Solid Fuel Appliance	9	\$720.00	\$57,347.00
	964	\$741,025.00	\$67,379,505.00

Electrical Permits	
Electrical Permits Issued	Fees Collected
916	\$192,354.00
Gas Permits	
Gas Permits Issued	Fees Collected
388	\$20,376.00
Mechanical Permits	
Mechanical Permits Issued	Fees Collected
202	\$41,259.00
Plumbing Permits	
Plumbing Permits Issued	Fees Collected
442	\$35,194.00
Total Revenue:	\$1,030,208.00



DOG OFFICER

SUDBURY ANIMAL CONTROL/DOG OFFICER STATISTICS 2024

Total Number Calls	421
Complaint Calls	40
Lost Dog	15
Lost Cat	7
Other Cat-Related	6
Wildlife	79
Misc Calls	74
Pickups	6
Animal Bites	33
Quarantine Orders	58
Barns Inspections	31
Kennels Inspections	5
Deceased Animals	67

Respectfully submitted,

*Jennifer A. Condon,
Animal Control Officer*

FACILITIES DEPARTMENT

ADA Self-Assessment and Transition Plan

Working with the community to provide universal access to all.

In 2021 as part of the on-going effort to assess the current level of Americans with Disabilities Act (ADA) compliance in programs, services and activities and town-owned facilities, The Institute for Human Centered Design was contracted to prepare an ADA Self Evaluation and Transition Plan on the Town's behalf to identify deficiencies, compile a prioritized list of recommendations for corrective actions and provide associated costs. The Self Evaluation found many key facilities are generally usable by people with disabilities but are not in full compliance with current accessibility requirements.

2023 ATM 24 was approved to supplement existing funds allocated in 2022 ATM 32 to address identified recommendations in schools, Town buildings and public spaces. In addition, 2023 Annual Town meeting, the Community Preservation Committee approved 2023 ATM 42 to install a combination of decomposed granite surfacing (fine gravel/stone dust & stabilizer) and asphalt paving to provide accessible pathways to athletic fields, to create accessible bench and picnic seating areas and accessible pathways to said areas. These improvements will provide equitable access to users of the grounds of Town buildings and parks.

At the end of the 2024 calendar year the following number of identified barriers were removed or were in process.

- Municipal Facilities: 205 out of 441 barriers
- Sudbury Public Schools: 196 out of 672 barriers

- Parks and Recreation Facilities: 17 out of 307 barriers
 - *Note: Planning for Accessible pathways and seating areas began in Winter 2024.*



Installing accessible parking spaces at Fairbank Community Center

Massachusetts Office on Disabilities Grant – Assisted Listening and Public Address Systems

In September of 2023 the Town, with support of the School Committee, to the Massachusetts Office on Disabilities for grant funds for Assisted Listening Devices. In early February 2024, the Town received a notice of award of \$250,000.00 to replace and install new Public Address and Assisted Listening systems in Town buildings, including school buildings. The entire grant award was dedicated to installing these systems in the assembly areas of all five Sudbury Public Schools. The project was successfully designed, procured and installed over the time period of February 2024 to June 2024.



Public Address System – Peter Noyes School

Atkinson Pool Renovation

Design Funds were approved during the FY24 Fall Special Town meeting to address the needed roof replacement, re-grouting of the pool surround and deck, replacement of the rooftop dehumidification unit, structural improvements at boiler/chemical room roof, and the separation of the boiler and chemical rooms. This design work began in the late fall of 2023. At the 2024 Annual Town meeting, ATM 24/23 was approved in the amount of \$2,350,000.00 to support the renovation as conceived and whose design was subsequently completed in November 2024. The base scope of work's estimated cost after design required a reduction in the originally conceived grout and repair scope at the pool deck and addresses a limited repair and grout on the pool deck surface to fit

within the available monies. The project will be advertised for a competitive bid process in early winter 2025 with the intention of performing the renovation in the fall of 2025.

Facility Condition and Space Use Analysis

During the course of FY23, the Facilities Department developed a scope of work and negotiated contracts to conduct a Town-Wide Facility Condition Assessment and Space Use Analysis. To support this effort, capital planning software was obtained to capture the information obtained from the effort and provide capital planning forecasting. Contracts for Brightly Software and Alpha Facilities were approved by the Select Board on November 14, 2023 and January 23, 2024 respectively. Brightly Software implementation began in December of 2023. Facility Condition and Space Use inspections and interviews began in June 2024. The final draft of Project deliverables which include but are not limited to an itemized report regarding the condition of key building elements, a Facility Condition Index for each property and a 20-year capital plan were delivered to the Town in the winter of 2024. Presentations of the data are expected to occur in the late winter/early spring 2025. This effort is inclusive of the Sudbury Public Schools.

Fairbank Community Center

On May 24, 2022, the project received the approval to award a contract to Colantonio, Inc. for the construction of a new Fairbank Community Center for a total of \$25,308,000. The contractor mobilized on the site July 5, 2022 and construction began promptly. During the course of construction, the project experienced delays that resulted from global supply chain issues, unsuitable soils and a delay in obtaining permanent power from the utility.

Fairbank Community Center's three operators, the Park and Recreation, the Senior Center and

the Sudbury Public Schools moved from the old Fairbank Center on December 13, 2023 and opened to the public on January 2, 2024. Phase 2 of the project, which includes the demolition of the old Community Center and construction of a lighted multi-purpose court and parking lot completed in June 2024.

Additional work was drainage work was conducted in the fall of 2024 with planned acoustical enhancements planned for the summer of 2025.

Facility Department Energy and Sustainability Projects and Initiatives

CLIMATE RESILIENCE PLANNING

The Town of Sudbury continues to invest in climate resilience planning to keep the community better prepared and better able to motivate the impacts of the changing climate.

GREENHOUSE GAS EMISSIONS INVENTORY

Mandated by the 2022 Climate Emergency Declaration, the Town of Sudbury began developing a Community-Wide Greenhouse Gas (GHG) Emissions Inventory and a Consumption-Based Emissions Inventory in Fall 2023. The Town worked with Kim Lundgren Associates (KLA) and EcoData Lab to complete this project. The GHG emissions inventory was completed in June 2024 and found that greenhouse gas emissions attributable to activities by municipal operations, businesses, and residents in the community totaled 195,899 metric tons CO₂ equivalent (MTCO₂e). Buildings in the community account for the highest contributor of GHG emissions by sector with 102,092 MTCO₂e. When viewed by source, gasoline was identified as the largest single source of emissions with 55,589 MTCO₂e.

MUNICIPAL VULNERABILITY PREPAREDNESS 2.0 PILOT PLANNING PROGRAM

The Municipal Vulnerability Preparedness (MVP) 2.0 Pilot Planning program is a State grant program that aids municipalities for climate resilience planning and actions. The Town of Sudbury contracted with the Metropolitan Area Planning Council (MAPC) in Fall 2023 to complete this project. The Sustainability Coordinator led the MVP 2.0 planning process along with assistance from the Planning and Community Development Director, the Health Director, the Senior Center Director, and the Chair of the Conservation Commission. The Town was also able to hire five temporary, part-time Community Liaisons to assist with this effort as well. The Core Team completed climate resilience and equity trainings in Spring 2024, and hosted numerous community engagement activities in Summer and Fall 2024 to gain input from the community. Through this engagement, the Core Team was able to re-prioritize Sudbury's climate resilience actions and developed a seed project idea. The Core Team will finalize the seed project idea in Winter 2025, and will implement that project over the next year.

CLIMATE RISK ASSESSMENT

The Town of Sudbury published a Request for Proposals (RFP) for Consultant Services to Provide a Climate Vulnerability Risk Assessment in Fall 2024. After careful review and ranking of the received proposals, the Town awarded Weston & Sampson as the winning bidder for the Climate Vulnerability Risk Assessment. The Town will kick off the Climate Vulnerability Risk Assessment with Weston & Sampson in January 2025, and will collect data as well as host a number of community engagement opportunities to support this effort over the next year.

LOCALLY GROWN SUDBURY

In 2024, the Sudbury Health Department, Goodnow Library, Select Board's Office, and Sustainability Coordinator collaborated on the development of a Locally Grown Sudbury

initiative. Through this project, the Town is proposing to bring climate resilience, food security, and public health education to community members in Sudbury and across the region. The Locally Grown Sudbury goals are as follows:

- Locally Grown Fairs – Organize two Locally Grown Fairs to bring locally grown, nutritious foods to the community so that residents have access to healthier food options.
- Climate Resilient/Food Security Engagement Series – Create a Climate Resilient/Food Security engagement series to help support local farms, educate the public on the overlap of climate change and food security, and provide tools and resources for residents to become more climate resilient in their homes. Components of the Climate Resilient/Food Security Engagement Series will include a spotlight on the local farmers/growers in attendance at the Locally Grown Fairs, a speaker and hands-on workshop series, and a Library-sponsored community read of a food security/climate themed book.
- Farmers Market & Food Security Action Plan – Develop a Farmers Market & Food Security Action Plan to create a strategy for the Town to continue to promote the importance of locally grown, nutritious foods.

The Locally Grown Sudbury Core Team applied for and received \$15,000 from the Sudbury Foundation and \$92,500 from the Massachusetts Executive Office of Energy and Environmental Affairs (EEA) to support this initiative. The Core Team will be implementing this project over FY25 and FY26.

Energy and Sustainability Facility Upgrades

In addition to the planning efforts listed above, the Town has also invested in energy and

sustainability upgrades for Town-owned facilities.

ELECTRIC VEHICLE CHARGERS

In November and December 2024, the Town installed four dual-port electric vehicle (EV) charging stations at the Fairbank Community Center. These EV charging stations will help provide the necessary infrastructure to support the transition away from gas-powered vehicles to electric. These EV charging stations utilize AUTEL Maxicharger hardware and RED-E software, and were paid for with incentives from the Massachusetts Electric Vehicle Incentive Program (MAEVIP), Eversource Make-Ready Incentive Program, and appropriation from the Sudbury Solar Revolving Fund managed by the Energy and Sustainability Committee. All of these EV charging stations are open for public use and are currently being offered free of charge. The Town Manager, Finance Director, and Combined Facilities Director are determining a fee structure and will be seeking to establish a Revolving Fund at the 2025 Annual Town Meeting to collect these EV fees in order to recover costs for electricity usage and maintenance of the chargers. In Spring 2025, the Town will be installing four additional dual port EV charging stations at the Goodnow Library.

INTERIOR LIGHTING LED RETROFITS

To improve the energy efficiency of the Town's facilities, the Town solicited proposals to install LED retrofits in the Flynn Building, Town Hall, Goodnow Library, Police Station, Fire Department Headquarters, Fire Station 2, and Fire Station 3. LED lights use less energy and will produce the same light output as traditional bulbs, which can lead to a reduction in energy costs. The interior lighting LED Retrofits began in Fall 2024 and will be completed in Winter 2025.

SOLAR ROOFTOP ARRAYS

The Town began the installation of a solar ready roof and a solar array at the Department of Public Works (DPW) building. The roof and array installation will be completed in Winter 2025. In addition, the Town is also in the process of

finalizing a PPA and design for a solar array on the Fairbank Community Center and Atkinson Pool roof.

Respectfully submitted,

Sandra Duran, Combined Facilities Director



EV charger install at Fairbank Community Center

FIRE CHIEF & CIVIL DEFENSE

The Sudbury Fire Department continues to provide quality fire and advanced emergency medical service to the residents and visitors of the Town. During 2024, the Department responded to 2835 emergencies, an increase of 10% from the previous year. 58.1 % of these responses were Medical Emergencies and 41.9% were Fire related emergency responses.

One of the most prevalent trends is that of simultaneous calls for emergency services over the past year. With our difficulty recruiting new personnel to join our organization, the Department required mutual aid Ambulances 71 times during the year while providing services to our mutual aid collaborates 282 times.

The Fire Station #2 addition project came to its completion. Demolition of the old storage room on the fire apparatus floor allowed room for the ALS Ambulance. The old kitchen and dayroom

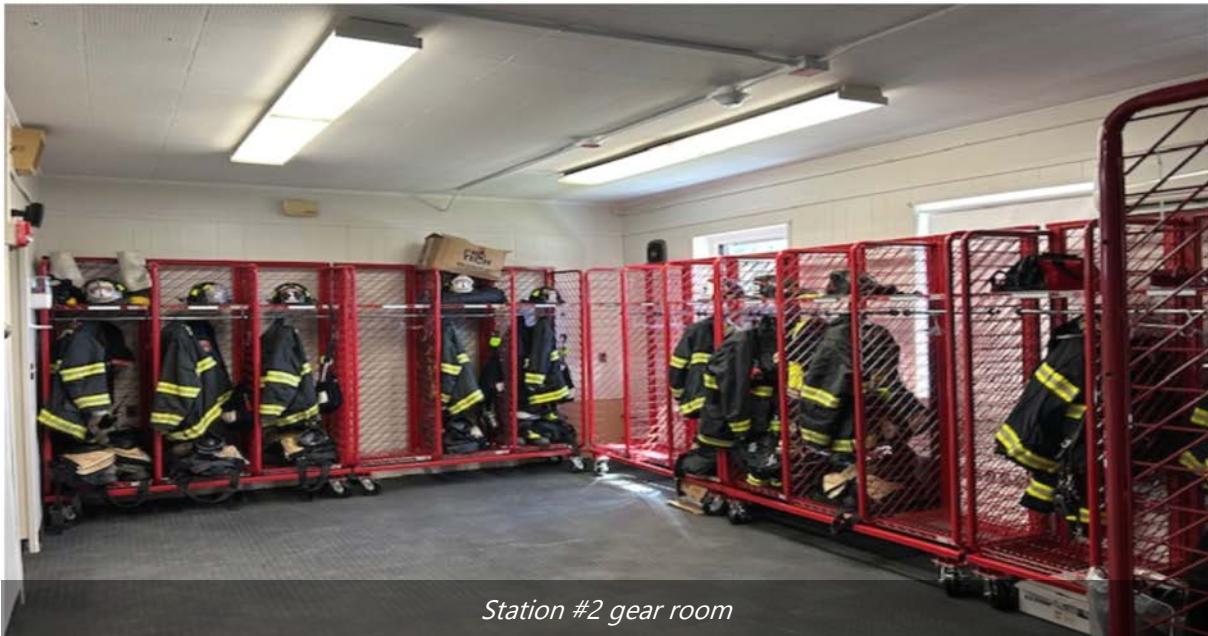
were transformed in to a turnout gear/locker room, and the apparatus overhead doors were replaced to enhance the energy efficiencies in the apparatus area.

Station #2 Gear Room

With approval of the Town Managers Capital funds, the Department was able to replace our old ATV with a new unit. The unit has the capability of carrying up to six people and is equipped with a high-pressure water pump and hose reel to cover the many rail trails and conservation lands located in town. The Conservation Department was able to repurpose the older ATV for their use.

2024 Incident Summary

Code	Incident Type Series	Occurrences	Percentage
100-199	Fire/Explosion	54	1.9%
200-299	Overpressure Rupture	0	0.0%
300-399	EMS Reponses	1647	58.1%
400-499	Hazardous Condition	162	5.7%
500-599	Service Call	231	8.1%
600-699	Good Intent Call	219	7.7%
700-799	False Call	476	16.8%
800-899	Severe Weather/Natural Disaster	8	0.3%
900-999	Special Type/Complaint	0	0.0%
	Undetermined Incident Series	38	1.3%
	Total	2835	100.0%



Station #2 gear room

The Department went through a number of personnel changes during the year. Firefighter/Paramedics Grant Ellerbe, Bruno Capitao, and Robert Henderson left the employment of the Fire Department to seek other opportunities. Firefighter/Paramedic Noah Evangelista joined the Department this year and will attend the ten-week Career Firefighter Recruit Training Program at the Massachusetts Firefighting Academy in January.

During the 2024 calendar year, the Department issued many permits related to our Fire Prevention activities, collecting over \$38,790.00 in permit fees.

Smoke Detector Inspections: 275
Residential Fire Alarm and Fire Sprinkler Permits: 38
Commercial Fire Alarm and Fire Sprinkler Permits: 42
Oil Tank Removal Permits: 44
Oil Burner Permits: 66
Liquid Propane Gas Permits: 37

Welding / Grinding Permits: 5
Open Burning Permits: 562
Flammable Combustible Liquids Permits: 15
Mobile Cooking Vehicles: 5
Energy Storage System Permits: 6
Tank Truck Inspections: 2

The 2024 year brought with it some devastating events that occurred in Sudbury. In February an early morning house fire on Goodman's Hill Road claimed the life of one of our residents and sent four people to an area hospital including one police officer. This intense fire consumed a large section of this home resulting in this loss of life.

In April, the Sudbury Dispatch Center received multiple 911 calls for a report of a large fire in the Willow Road area. Upon arrival units found a large home well involved. Despite the efforts of our members, the home was a total loss.

In August, a severe thunder and lightning storm rolled through Sudbury with the Department

receiving many calls for assistance. The storm was violent in the Longfellow Road area resulting in one home catching fire because of a lightning strike. This two-alarm fire required mutual aid from many distant resources due to our normal mutual aid partners being busy with their own incidents.

Also during the year, the Department responded to three serious motor vehicle collisions on Boston Post Road that resulted in two people losing their lives. Please take the time to slow down and be observant of your surroundings while driving.

Emergency Management

The Shelter staging area at the Fairbank Community Center received some much need enhancements over the past year. Installation of a new storage racking system allowed for the area to be staged properly to allow for better space utilization and faster setup.

With the help from State Representative Carmine Gentile and State Senator James Eldridge the Town received a State funding earmark for \$62,500.00 for the purchase of much needed kitchen equipment for the Emergency Shelter kitchen at the Fairbank Center. These funds will purchase a double convection oven, food steaming, warming oven and other items that are necessary for this kitchen to operate. We are very thankful of the support provided by these two elected officials.

The weather patterns in the region during this past year have been ever changing. With the large amount of rain we received in the winter/spring and the drought we experience in

the fall each homeowner should look at their properties to identify any hazardous conditions to prevent damages from flooding or wildland fires.

After fourteen years of providing fire and emergency service in Sudbury, this will be my last Town Report. It has been a pleasure working with our Town and our Fire Department members to provide the towns people with the best possible emergency services. I would like to thank all the organizations that we collaborate with and that support the everyday efforts of the Sudbury Fire Department.

Respectfully submitted,

John M. Whalen, Fire Chief and Emergency Management Director



Fire Chief John Whalen with Olaf at Sudbury Holiday Village

Fire Chief

John M. Whalen

Assistant Fire Chief

Timothy E. Choate

Christopher B. Bartone

Mathew L. Boutilier

Robert E. Boyd, Jr.

Bruno J. Torres-Capitao

Kevin P. Cutler

Timothy Devoll

Katrina A. Diiorio

Grant C. Ellerbe

Noah C. Evangelista

William J. Francis

Gabriel A. Frias

Alex C. Gardner

Stephen E. Glidden

Kyle R. Gordon

Robert S. Henderson

Nicholas J. Howarth

Gary F. Isaacs

Kristoffer J. Keraghan

Clayton J. Landry

Alan W. Larochelle

Matthew J. Lawhorn

Matthew D. MacDonald

Michael E. MacGregor

Ben Y. Maron

Michael A. Matros

Joshua S. McLeod

Daniel R. Mulgrew

Celso L. Nascimento

Kathleen M. Neel

Russell P. Place

Robert A. Rhodes

Gregory J. Richardson

Leo C. Rogers

Steven M. Schnepp

Brian T. Stamp

Daniel J. Stanton

Daniel K. Wells



POLICE DEPARTMENT

2024 was a busy year at the Sudbury Police Department making positive strides to our staffing by welcoming 10 new faces to our department. The department also joined the Holbrook Regional Emergency Communications Center (HRECC) in July. This regional dispatching model is one of the premier centers in the Commonwealth. The partnership allows the Town of Sudbury to take advantage of over \$6.1 Million in security and infrastructure improvements in FY25 alone. As HRECC now handles most of the radio and 911 calls for our department, we were able to hire 4 civilian desk employees to answer our business lines and greet those who enter our station. This position is 24 hours a day, 7 days a week welcoming residents as well as those in need.

The Sudbury Police is very proud of the increase in community outreach that our department participated in. The Department Outreach Group (aka D.O.G), hosted our third blood drive by partnering with Boston Children's Hospital's Blood Donor Center. This great organization was able to bring their Bloodmobile and park at the station, where we had a busy and full day of donations. The Department's Outreach is also not limited to in-person contacts, in 2024 we had over 200,000 Facebook and Instagram Views. We believe that some of our success with our social media presence is reaching out to some our younger residents. This year we hosted our second Sudbury Police Youth Academy. The academy was provided free to resident youth entering grades 7, 8, and 9. Though staffing was tight this year, we were only able to host 1 session to interested "recruits". The recruits were provided a sample of what officer's experience in a true police academy. This included focusing on their strengths and weaknesses and learning to adapt and overcome difficult situations. In between the constant barrage of verbal encouragement,

the children focused on team building exercises, report writing skills, public speaking, scenario based defensive tactics, and physical conditioning. In addition to our officers, we were supported by members of the NEMLEC SWAT, NEMLEC K-9 unit, the Massachusetts State Police Air Wing and the Middlesex District Attorney's Office, these agencies did demonstrations and showed the children unique units within the criminal justice community. Another amazing addition to this program was that we had the ability to invite one of our previous year graduates to mentor the new class.

Training continues to be a focus for our department and we wanted to again thank the residents for allowing us to purchase a one-of-a-kind, (1 of the first in the state) training simulators. This year our department was able to obtain the "Apex Officer", this is a virtual reality system that allows officers to train in a simulated environment that allows us to focus on communication, de-escalation, and tactical responses to scenarios that we wouldn't be able to replicate.

The department also wants to thank the Sudbury Foundation for a grant of two RECON brand E-Bikes. This new equipment will allow our officers to respond and patrol the two new rail trails that are finishing up construction within the town.

Along with our community events, we also documented and responded to approximately 13,490 incidents in town. This number includes our department conducting over 2,300 motor vehicle stops and a combination of 274 criminal summons and arrests for a variety of offenses, including Operating Under the Influence, Drug Violations, Sexual Offenses, Stolen Motor Vehicles, Warrants, and Violent Assault and Battery. The department also responded to over

500 motor vehicle crashes, with 2 of them resulting in fatalities.

The department wants to also recognize and welcome our newest Jail Diversion Clinician Meagan McDonough. The Regional Jail Diversion program, which we share with the Town of Hudson, continues to be successful. The program has been in Sudbury now entering 7 years, this is an opportunity for a full-time Master's Level Mental Health Clinician to respond alongside police officers to calls involving individuals who are experiencing a mental health or substance use crisis, among other circumstances. The clinician, available to Hudson and Sudbury on a rotating basis, has been facilitating arrest diversions on the scene through treatment-based alternatives with the aim of reducing costly and unnecessary referrals to hospital emergency departments. In 2024, our regional team was able to save an estimated cost of \$294,816 between Arrest and Emergency Room Diversions combined. This translates to a total of 28 behavioral health conditions being diverted away from arrest and we decreased hospital emergency room referrals by 43 individuals with the JDP facilitating other recommendations. These cost savings are combined estimates between the towns of Hudson and Sudbury, it represents an increase in savings above \$90,000 from FY23.

The Police Department collected the following fees and fines during FY24:

Licensing fees	\$2,525
Paid detail and admin fees	\$42,103.81
Total	\$44,628.81

Respectfully submitted,
Scott Nix, Chief of Police

Chief of Police

Scott Nix

Police Lieutenants

John Perodeau
Wayne Shurling

Police Sergeants

Michael Amato
Erin Corey
Stephanie Howe
Steven Milley
Zackary Shay
Paul Wigmore

Police Officers

Matthew Bezanson (Resigned 1-30-24)
Ryan Botto (Resigned 12-10-24)
Douglas Costa (Resigned 1-15-24)
William Crisafulli (Resigned 3-20-24)
Jeremy Curley (Hired 4-15-24)
Timothy DaSilva (Resigned 8-19-24)
Daniel Frazee (Hired 10-7-24)
David Freese (Moved to Police Officer 7-8-24)
Peter Gallerani (Resigned 5-10-24)
Andrew Gower
Owen Griffin
Dylan Haldiman (Resigned 1-16-24)
Paul Johnston
Hanna Jones
Ethan Karol
Jessica Latini
Dominic Marabello (Hired 8-5-24)
Christopher Lowney
Kenneth Loyer
Neil McGilvray
Michael Pope
Brett Rand (Hired 2-12-24)
Kimberly Walch
William Woodford (Hired 10-4-24)

Special Police Officers

Erica Abro
Robert Grady
Mathew Nardi
Brett Rand (Became Full-time Officer 2-12-24)
Thomas Reynolds
Edwin Wright

Civilian Traffic Control Personnel

Ralph Aulenback
Noel Evers
Lawrence Fleming
Richard Gaudette
Christopher Kelly
John Kennedy
Trish Longo
Michael Lucas
Thomas Miller
Kevin Ostrander
Anthony Sudnick (Hired 9-9-24)

Jonah Sallese (Moved to Department Assistant 7-8-24)

Dispatchers

Joseph Connerney (Resigned 4-13-24)
David Freese (Moved to Police Officer 7-8-24)
Deborah Griffin (7-8-24)
Trisha Longo (7-9-24)
Doriana Motta (Resigned 3-24-24)
Jonah Sallese (Moved to Department Assistant 7-8-24)
Mark Terkelsen (Resigned 4-11-24)

Department Assistants

Mathew Abbott (Hired Part-time 8-10-24/Full-time 10-14-24)
Owen Gerow (Hired 10-15-24)
Holly Kerr (Hired 8-26-24)

Admin Personnel

Carol Greenwood
Julie Nichols-Scopa

PUBLIC WORKS

ENGINEERING DIVISION

The Engineering Division is responsible for the planning, design and construction of roadway and infrastructure projects, assists with maintaining compliance with various State and Federal programs such as National Pollutant Discharge Elimination System (NPDES) Phase II Stormwater Program, managing the town's street opening permit and trench opening permit programs, reviewing development and redevelopment plans to ensure roadway and utility changes conform to the town's construction standards, and inspecting modifications and expansions to the roadway and stormwater networks. The Engineering Department has completed over 600 inspections of drainage structures throughout the Town this year.

The Division also provides expertise to the operational divisions within the Public Works Department, other town departments, various boards, committees and commissions. They maintain the Town's large collection of irreplaceable paper plans and documents and they assist the Information Technology Department in updating the Town's Geographical Information System (GIS).

In 2024 the Engineering Division facilitated two traffic signal improvements on North Road/Route 117. The first traffic signal located at the intersection at Pantry Rd/Dakin Rd has been upgraded with associated improvements to walkways, ramps and crosswalks, intersection was completed and functional.



North Road/Dakin Road/Pantry Road traffic signal upgrade

The second intersection is at Mossman Road and Powder Mill Road. The major construction has been complete and the Town is waiting on the traffic signal activation.

Work is expected to be completed in 2025.

A problematic culvert and inlet structure were replaced on Washington Drive. With the majority of the work complete. The final grading is to be complete in the spring of 2025.



North Road/Mossman Road/Powder Mill Road traffic signal installation.



Washington Drive drainage upgrade



Wayside Inn Bridge reconstruction

The Wayside Inn Bridge was repaired with the installation of new parapet wall and guard rails to meet MassDOT standards. This work was completed in the fall of 2024.

The Town's Pavement Management System which collects and evaluates roadway conditions for the purpose of developing annual paving programs was updated for the next three years.

The Engineering Division also provided a boundary survey for numerous Town owned parcels of land including the Frost Farm Conservation Area, and the Davis Field Conservation Area.

HIGHWAY DIVISION

The Highway Division is responsible for the maintenance and repair of the town's roadway and walkway infrastructure including pavement markings, granite and bituminous curbing, street and regulatory signage, stormwater utilities and traffic islands.

The Highway Division maintains over 1,200 regulatory/informational (not including street name) signs installed throughout town and paints all crosswalks, stop lines and parking lots throughout town.

Stormwater Management

The Stormwater Management System consists of more than 58 miles of surface and subsurface drainage systems, 2,735 catch basin, 1,867 manhole structures, 166 culverts and more than 661 drainage outfalls. In 2024 there were 95 repairs/installs made to manholes and catch basins.

In order to comply with the U.S. Environmental Protection Agency's (EPA) Stormwater Permit, the Highway Division continues to make every effort to remove silt, sand, and debris from the roadways and catch basins. Infrastructure age and various deficiencies in the stormwater systems throughout the town are a major cause of unscheduled overtime and emergency repair cost incurred.

In an effort to minimize the amount of sand entering and further diminishing the capacity of the system, the Division uses salt brine, straight salt, and pre-treated salt for winter snow and ice operations. In addition, an aggressive and comprehensive post-winter street cleaning program is performed in the spring and the fall to minimize the accumulation of debris in the drainage system.

Pavement Management

The Division performed scheduled maintenance, responded to various emergency repairs, and filled over 871 potholes in 2024.



Paving work

The Division maintained and replaced damaged guardrail, repaired more than 75 feet of walkway and installed 6,064 linear feet of berm throughout town.



Berm work

The Highway Division shares maintenance of the Sherman Bridge with the Town of Wayland. Drainage upgrades on Washington Drive, and Concord Road were completed this fall. Improvements included replacement of catch basins and manhole structures, the addition of catch basins, and the replacement of failed corrugated metal piping.



Drainage work

PARKS & GROUNDS DIVISION

The Parks & Grounds Division provides safe and well-maintained facilities along with the Parks & Recreation Division.



Featherland Ball Field

Many of the tasks performed this year include the following:

- Mowed, maintained, and striped more than 132 acres of public land, parks and school fields
- Annual maintenance of Cutting Field turf
- Bi-annual mowing at Town Conservation Fields
- Spring and fall cleanups
- Aerated Haskell Field & Featherland Park
- Renovated infields at Feeley Field, Haskell Field, Peter Noyes, Crime Lab and Featherland Park
- Seeded Grinnell Park, Feeley and Upper Haskell Field
- Maintained/repaired Town irrigation systems
- Maintained ice rink at Featherland Field
- Performed renovations at Parks and Grounds building
- Maintained dock at Willis Lake
- Emptied rubbish barrels and dog waste receptacles
- Maintained/repaired playground and equipment at Haskell Field playground
- Maintained/repaired all Park and Grounds related equipment
- Maintain tennis/pickleball courts and nets at Featherland and Feely fields.
- Spread stonedust on paths at Heritage Park.
- Excavate flower beds at Heritage park for garden club.

- Install and remove seasonal water apparatuses and winterize buildings, restrooms and concession stands.
- Assist Park and Recreation with camps, tournaments, road race and events as needed.



Lyons Pride Playground, Haskell Field

TRANSFER STATION

The Transfer Station is responsible for managing the Town's solid waste and recycling to preserve and protect public health and the environment.

The Division manages the collection of refuse and recycling from approximately 25% of the residents. Compacting units have enabled the town to collect more recycling and make fewer trips to the recycling center for drop off.

In 2024, the Division sold 2,159 sticker permits to residents providing access to the solid waste and recycling services offered at the facility. The Transfer Station continues to provide excellent customer service at reduced costs to the residents through fees collected for divisional services and marketing of the recyclables. The Transfer Station hauled approximately 376 tons

this year in refuse and collected approximately 400 tons in recyclables.



Transfer Station – Lower Lot

TREE & CEMETERY DIVISION

The Tree & Cemetery Division is responsible for the management of the Town's estimated 5,600 public shade trees. The Town's shade trees, while providing a great public amenity to the town, require routine maintenance so they do not become a public liability. The tree crew performs regular visual surveys to determine hazardous trees and diseases and takes corrective action to minimize damage and response during severe weather events.

The Division is responsible for the cleanup and removal of storm debris. Roadside mowing was performed on 61 roads as well as line-of-sight and tree pruning along various roads and critical intersections throughout town.

The Tree Division routinely responds to resident's inquiries and requests for service. During 2024, 71 trees were removed from the



Mount Pleasant Cemetery

town's right-of-way as well as 48 stumps were ground by the town's contractor. The Cemetery Division staff continues to perform grave openings and performed 56 interments at the Town's 7 cemeteries.

Respectfully submitted,
Tina Rivard, Director of Public Works

IN MEMORIAM

The Town of Sudbury has enjoyed the blessing of those who gave of their time and talent to enrich the quality of life in our community. 2024 has taken from us some of the dedicated citizens, volunteers and employees who have rendered public service and civic duty to the town. We extend our heartfelt sympathy to the families of these persons and recognize their service to Sudbury.

JUNE ALLEN (1925-2024)

Sudbury Resident: 1960-2018

Town Report committee: 1971-1974, 1985-1988

Permanent Landscape committee: 1988-2011

Election officer: 2001-2013

Green Landscaping at the Dump (GLAD) committee: 2007-2011

Sudbury Center Steering Committee: 1999-2005

Sudbury Center Improvement Advisory Committee: 2005-2017

Sept 11 Memorial Garden Committee: 2002-2004

CAROLYN A. ANDERSON (1939-2024)

Sudbury Resident

Head of Circulation, Goodnow Library: 1977-2001

MORTON LEE BROND (1935-2024)

Sudbury Resident: 1965-2005

Council on Aging: 2005-2008

Property Tax Equity Review Committee: 2004

COLBY J. CARAVAGGIO (1970-2024)

Peter Noyes Elementary School Art Teacher: 1999-2024

RICHARD H. DAVISON (1938-2024)

Sudbury Resident: 1964-2006

Sudbury Foundation Trustee: 1985-2015

L-SRHS School Committee: 1974-1979

Land Use Priority Committee: 1999-2004

Planning Board: 1966-1973

MBTA Designee: 1964-1969

Board of Appeals Associate: 1966

Transportation Advisory Committee: 1964-1969
Committee on Town Administration: 1985-1987
Revolutionary War Bicentennial Committee: 1973-1976
Wood-Davison House Restoration Task Force: 1988-1992
Sudbury Centre Improvement Advisory Committee: 2005-2017
Blue Ribbon Housing Site Selection Committee: 2003-2004
Ponds and Waterways Committee: 2005-2007

JOYCE DUVALL (1952-2024)

Sudbury resident: 2013-2015
LSRHS METCO Admin Asst: 1999-2001

PAUL L. KENNY (1942-2024)

Town Counsel: 1976-2014

JOHN E. FRAIZE, SR. (1937-2023)

Sudbury resident: 1974-2023
Historical Commission: 1995-2004

MARYELLEN GALLAGHER (1939-2024)

Sudbury resident: 1966-2006
L-SRHS Public Relations: 1980-2006

ANN M. JOHNSON (1931-2024)

Sudbury resident: 1969-2024
Election officer: 2012-2018

BETSY JANE JOSEPH (1971-2024)

SPS teacher Curtis: 1999-2024

HALE LAMONT-HAVERS (1934-2024)

Sudbury resident: 1976-2024
Goodnow Library Trustee: 1990-1993
Strategic Planning Committee: 1998-2001
Council on Aging: 2009

EDWARD V. KREUTZ (1953-2024)

Sudbury resident: 1982-2024

Town service: Election officer: 2021-2024

CAROLYN LEE (1947-2024)

Sudbury resident: 1975-2024

Solid Waste Options Management committee: 2007-2009

Green Landscaping at the Dump (GLAD): 2007-2009

RONALD B. MCCLANAHAN (1961-2024)

Sudbury resident: 2000-2023

Commission on Disability 2007-2008

JEAN H. MUGFORD (1988-2024)

Sudbury resident: 1957-2021

Election officer: 1998-2015

MARY A. PINTO (1924-2024)

Sudbury resident: 1959-2024

Election officer: 1985-2013

DR. JOSEPH MASON PROUD, JR. (1930-2024)

Sudbury resident: 1991-2024

Finance Committee: 1992-1996

Council on Aging: 1996-2000

Pay-per-throw Committee: 1998-1999

JOAN SCHOW (1934-2024)

Sudbury resident: 1972-2023

Election worker: 2004-2023

ALICE H. VANNERSON (1931-2024)

Sudbury resident: 1964-2005

SPS English Teacher Curtis: 1972-1988



SUDBURY HOLIDAY VILLAGE

Held on December 7, 2024
at Town Center, the event
featured a gift market with
local artists and crafters.

FRONT
COVER

Sudbury Town Hall
decorated for the holidays by
The Thursday Garden Club